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THE BOLTON JUDGMENT

THE judgment of the House of Lords in the Bolton case, a summary of which we publish this month, was a great victory for NALGO—one of the greatest the Association has ever won in the Courts. Still more was it a victory for common sense and a vindication of the Association's faith in the straightforward interpretation of the Conditions of Employment and National Arbitration Order.

Nevertheless, though we hail the judgment with natural elation, we cannot escape the conviction that much time and several thousands of pounds have been wasted on an action which should never have come before the Courts at all. Of itself, the judgment and the nineteen months occupied in preparing and hearing the arguments employed on each side have achieved nothing. They have merely confirmed the Association and its members in the position which they believed themselves—and which, we have no doubt, Parliament and the Minister of Labour believed them—to occupy when the Conditions of Employment and National Arbitration Order was first made in August, 1940.

Origin of the Dispute

WHAT was it all about? Briefly, this. In August, 1940, the Government, as part of its plans to prevent any weakening of the war effort by trade disputes and strikes, made the Order referred to above. Part I of the Order provided that disputes between employers and workers which could not be settled by direct negotiation or the ordinary machinery of collective bargaining should be referred by the Minister of Labour to a National Arbitration Tribunal, whose decision should be final and binding on both sides.

NALGO saw in that Order the remedy it had long sought against those local authorities which maintain a feudal attitude toward their staffs, refusing joint negotiation, Whitleyism, or any other limitation of their freedom to treat and pay employees as and how they please. As we wrote in LOCAL GOVERNMENT SERVICE in September 1940, immediately after the Order had been published:

"It amounts to a statutory recognition of collective bargaining in every industry and undertaking (including local government) and, still more, a statutory enforcement of the results of that collective bargaining. In short, it is a charter for trade unionism of a scope hitherto unattained in this country or anywhere else."

No time was lost in testing the value of the Order, and on February 27, 1941, the National Arbitration Tribunal met to hear a dispute which had arisen between NALGO and Bolton Corporation because of the refusal of the latter to supplement in any way the pay of members of its staff on war service, as had been recommended by the North Western and North Wales Provincial Council, of which Bolton Corporation was a constituent member. NALGO went before the Tribunal prepared to argue the case on its merits, and to abide by a decision based upon an impartial view of the arguments put forward. Not so Bolton. Its representatives made no attempt to defend or justify their policy. Instead, ignoring the clear intentions behind the Order, and disregarding its purpose, they challenged the right of the Tribunal to hear the dispute at all, basing their challenge on a purely legalistic interpretation of the wording of the Order.

The Order, they said, applied only to "trade" disputes, between employers and "workmen," "connected with the employment or non-employment or with the conditions of employment" of any person. But local government was not a "trade," and its officers were not "workmen," therefore the Order could not apply to it. Still less could it apply to a dispute about payments to be made to men serving in the Armed Forces, since such a dispute was not "connected with their employment." Moreover, the Local Government Act, 1933, had given local authorities discretion to pay their employees "reasonable remuneration." No tribunal, Bolton argued, had the power to interfere with that discretion by deciding over the heads of the local authorities what was "reasonable remuneration" and compelling them to pay it.

Since the Tribunal could clearly not decide such a challenge to its own competence, Bolton took its arguments to the High Court, where it applied for a writ to prohibit the Tribunal from hearing the dispute. The High Court, over which the Lord Chief Justice presided, decided against it, whereupon Bolton went to the Court of Appeal. Here the judgment of the High Court was reversed, leaving NALGO the alternative of appealing to the House of Lords or of leaving local government officers as a class apart, the only section of employees in the country deprived of the advantage of a national tribunal to which they could refer disputes with their employers. Since the latter course would have been unthinkable, NALGO risked the heavy costs an adverse decision would have involved and took the case to the Lords—with the happy result we record this month.

Their Lordships dismissed all the arguments so skilfully put forward on behalf of Bolton, unholding what NALGO had always regarded as the clear intention of the Government in making the Order, that it should apply to all disputes between employers and their servants, without a special exception for local authorities.

Back Where We Started

THUS, after nineteen months' delay and the devotion—in the middle of the greatest war in history—of many hours by some of the best legal brains in the country to consideration of such vital matters as whether a medical officer of health can be described as a workman, whether the work of a sanitary inspector is trade, and the exact meaning of the words "or otherwise," we are back where we started. As we go to press there comes the news that Bolton Corporation has decided, by 60 votes to 6, to negotiate, and has appointed a committee to conduct the negotiations. There are good grounds, we understand, for the hope that this step will result in the amicable agreement which NALGO sought in the first place. Should that hope be dashed, however, and the negotiations fail, the dispute will go before the Tribunal created specially to decide such problems.

More important, the many other disputes declared by NALGO with local authorities—on such questions as cost-of-living bonus and salaries and service conditions—all of which have been held up pending the decision in the Bolton case, can also now go before the Tribunal. The worst feature, indeed, of this deplorable case—more serious than the waste of time, money, and legal skill it has involved—is the fact that for two years local government officers have been compelled to stand by and watch other sections of workers obtain settlement of their problems while they themselves have remained powerless. That stage is now over. The obstruction needlessly put on the line has been removed, and NALGO can go ahead, seeking that impartial assessment of its claims and statutory enforcement of the results of that assessment which other workers have enjoyed since the Tribunal was established. Already, a number of disputes, reported to the Tribunal before Bolton blocked the line of progress, have been put down for hearing (one, indeed, the tribunal did hear, some nineteen months ago, but the Bolton case intervened before judgment had been given, with the curious result that, although the Tribunal had reached its decision, it could not announce it so long as its jurisdiction was in question). Many more disputes which have developed since the Bolton case began will now be reported.

Though we cannot, of course, foreshadow the results of the Tribunal's arbitration, we feel confident that it will at least give to local

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government officers a wider—and a more consistent—level of justice than they have received from some of the more reactionary local authorities. That confidence is reinforced by the fact that every dispute NALGO has been able to take to arbitration since the outbreak of war—whether to the Industrial Court, which was unaffected by the Bolton action, or to an independent arbitrator—it has substantially won. That fact demonstrates how well-founded are the Association's claims.

A Corporation's Duty

BUT the House of Lords did more than dismiss the forensic juggling of Bolton's arguments. It gave some most salutary advice to those few local authorities which have followed Bolton's example and refused to supplement in any way the service pay of members of their staffs in the Forces.

"It has to be remembered," said the Lord Chancellor, "that the duty of the Corporation is not limited to seeing that the smallest amount of the ratepayers' money should be expended . . . the interests of the ratepayers, which the Corporation seeks to serve, may be served by encouraging municipal officials in proper cases to undertake war service, which . . . . . includes civil defence services."

Lord Atkin was even more definite. "The intention," he said [of the Local Government Staffs (War Service) Act] ". . . obviously is to further the public welfare by encouraging the war effort, to enable local authorities, like other good employers, to secure that their servants, when they undertake war service, are not worse off financially by their change of service. With this object I see no reason why they should necessarily discriminate between those who have heavy or light domestic responsibilities or none at all. And I can see very good reason why, at an early stage of their local authority service, it should be possible to assure the servants that when they do undertake war service their financial position will be unaffected. I cannot think that the legislature did not foresee that once the power was given claims would be made and settled by the usual processes of collective bargaining with which sensible masters and workmen are now familiar . . . . I think that the local authorities in this matter were not only permitted, but required, to turn their minds away from a duty to the ratepayers and direct them to a duty to the public at large."

And Lord Wright, after pointing out that the power to supplement war service pay given by the Act of 1939 was discretionary, observed: "But at the same time it is also a trust or duty, which has to be exercised with due regard to the purposes and policy for which it is given. The Respondents have not merely to consider the saving of the ratepayers' money in deciding what to do in regard to this new facultative head of expenditure. Their duty is to give reasonable effect to the national policy, which is to encourage men to engage in war service and to relieve them from pecuniary anxieties if they do so."

Pointers to the Future

THERE, indeed, is the whole case for the making up of war service pay. We hope that, not only the councillors of Bolton, but the elected representatives of those other areas which have hitherto neglected the "trust or duty" imposed on them by the Act of 1939 and who have put the saving of the ratepayers' money before the national policy and interest, will note it. We hope that all local authorities and their associations will, in the light of this judgment, reconsider their attitude to what Lord Atkin described as "the usual process of collective bargaining with which sensible masters and workmen are now familiar." Some will, no doubt, deplore the passing of that complete autonomy in dealing with their staffs which they have so jealously guarded but for which the Bolton judgment has sounded the death knell. But we believe that, on reflection—and certainly after a little practical experience—they will come to realise that the results of collective bargaining, loyally observed by both sides, are better for them, for the ratepayers, and for local government, than were the results of that combination of isolation, catch-as-catch-can, and beggar-my-neighbour with which the relations between local authorities and their staffs were so often conducted before the advent of Whitleyism.

NALGO and Bradford

THE story of the attempt made by certain members of Bradford corporation to prevent a member of its staff from engaging in NALGO activities, the latest instalment of which we publish this month, must have made many members rub their eyes and wonder whether they were living in 1942 or in 1835—the year, in case some Bradford councillor has forgotten it, in which six agricultural labourers in Tolpuddle were sentenced to transportation for attempting to form a trade union.

The special committee appointed to investigate the circumstances we reported last month has published its findings. They are, in effect, that Mr. Dracup was given the choice of resigning all his NALGO activities or of being relieved of an important part of his duties as chief of the superannuation, salaries, and service conditions section of the finance department; that the responsibility for this order lay with the chairman and vice-chairman of the finance committee and (to a lesser degree) with the city treasurer; and that the order was "not entirely warranted."

Despite the ambiguity of that delightful—and, in the context, meaningless—word "entirely," we should have thought that the city council, to which the report was submitted on September 15, would have settled the case there and then. It refused to do so. Despite vigorous protests, the lord mayor ruled that the report, together with a request from NALGO for clarification of it, must be referred to the finance and general purposes committee, which comprises the whole council, but which sits in private, not in public. The object, apparently, was to hush up the whole unsavoury business in accordance with a deliberate and predetermined plan—a vain hope in view of the publicity the case has already received, not only locally but nationally.

Having thus "passed the buck" from itself in public to itself in private, the council did, to its credit, adopt unanimously a resolution pledging itself to "grant full freedom and right to its employees to elect, under reasonable conditions, representatives to such organisations as are recognised agencies for the protection of their interests . . ." In the light of that resolution—which we accept at its face value—the finance and general purposes committee should have no difficulty in settling the Dracup case in the only honourable way—by restoring to Mr. Dracup, without any penalisation, the right to accept any appointment in NALGO to which his colleagues may elect him. We trust that it will do so, and that the back-stairs campaign against NALGO and NALGO members which has been conducted by certain councillors of Bradford for a considerable time will now finally cease.

Happily, not all members of the council are implicated, and we take this opportunity of acknowledging the spirited fight put up by the more enlightened section on behalf of Mr. Dracup, the staff generally, and the principles of trade unionism.

"Holidays at Home"

MUCH of the success of the Government's "Holidays at Home" scheme has been due to the self-sacrificing enthusiasm of local government officers. Many have devoted what little leisure is left to them nowadays to the organisation of holiday attractions; sometimes, indeed, a big share in the official organisation has been taken by the local branch of NALGO.

At Orpington, for example, the branch organised dances (one in the open air), whist drives, conducted rambles, a hobbies exhibition, and a horticultural show, while R. A. Cutlack, the public relations correspondent, initiated the production of a pictoral map showing the best footpath walks in the district.

Croydon branch opened its "holidays at home" campaign with a big variety concert seen by 1,000 people, and followed that up with three performances of a new play by Stuart Ready, the branch's own playwright (and a B.B.C. dramatist), the organisation of more than forty sideshows at three "Vegetable Fetes," an open-air boxing display, and a second variety concert.

Profits of all these activities were devoted to the Duke of Gloucester's Red Cross and St. John Fund, the branch contributing nearly half the total of £1,500 raised.

Long Service Records

LAST month's article on officers who have achieved exceptional length of service in local government has brought us two more interesting letters. Although the record of 55 years four months unbroken service established by Mr. T. W. Saffery, former rate collector at Islington, still stands, it would, but for the qualification "unbroken," have to give way to that of Mr. Samuel Onion. For Mr. Onion—who is still hale and hearty at 92—entered the service of Nottingham Corporation in 1864, when he was fourteen, and did not retire until 1923—a period of 59 years. From 1869 to 1874, however, he served in the Armed Forces, and can thus claim only 54 years' municipal service. He joined the Nottingham Municipal Officers' Association when it was formed in 1906, and is still a (retired) member of NALGO. with an association with local government extending over 78 years.

A promising potential candidate for the record is Mr. W. F. Wood, who has just completed 48 years three months service at Lewisham—starting as office-boy in the Lee District Board of Works, which was merged into Lewisham borough council under the Local Government Act. We describe Mr. Wood as a "promising" candidate since he tells us that he is still referred to as "the junior officer," and is "of course still carrying on with the good work."

Incidentally, is Mr. Onion the oldest living member of NALGO?

The Call to Nurses

DESPITE all the Association has done on their behalf, the number of nurses who are members of NALGO remains disappointingly small. Why? Mainly, apparently, because some branches are not doing all they could to recruit the nurses in local authority hospitals and institutions.

In view of this, the National Executive Council is urging all branches to embark upon an intensive propaganda campaign among nurses. Such a campaign should stress the great work NALGO is doing (and has done for many years) for nurses, and should point out that their own lack of organization in the past has been largely responsible for the delay in improving their conditions. Nurses should be reminded that one of NALGO's representatives is chairman of the staff panel of the "Rushcliffe" committee, set up by the Minister of Health to review means of improving conditions in the nursing services. That committee is making rapid progress and it is expected that, as a result of its work, nurses will, for the first time, receive that recognition they so well deserve. In view of the importance to nurses of obtaining speedy adoption of the recommendations of the committee, it is more necessary than ever that they should join NALGO, and branches must be active in bringing them in.

LOCAL GOVERNMENT *CAN* BUILD A HEALTHY BRITAIN

By ROBERT SUTHERLAND, M.D., D.P.H., Medical Officer of Health and School Medical Officer, Brighouse

"RING out old shapes of foul disease!" These words of Tennyson carry an inspiring message to members of the health services and, indeed, to all whose work contributes to the public weal. But they do more; they challenge us to examine our progress and review and improve our methods so that we may hasten the day when perfect mental and physical health will be the rule and disease the rare exception.

Great advances have undoubtedly been made. Within the lifetime of the senior members of NALGO, the average death rate from all causes has been halved, and the average expectation of life of a newly-born child has been increased by almost a score of years. Notable scientific discoveries have taken much of the terror out of diseases like diabetes, pernicious anaemia, pneumonia, spotted fever, and childbirth fever. Surgery has made giant strides, and the modern operating theatre is the scene of many stirring dramas of lives saved by the surgeon's skill and the team work of his shrouded helpers. And yet the infant born today has one chance in twenty of dying before it is one year old, while each year 3,000 of the survivors die from diphtheria—a preventable disease—and more than 2,000 from tuberculosis conveyed by infected milk which could have been made safe by pasteurisation. Further, a searching examination of a fairly representative sample of the population has shown that one out of every five persons has organic disease of some seriousness and that one out of every three of these has failed to seek medical attention. Much therefore remains to be done.

Three Bases of Health

In recent years, increasing attention has wisely been paid not merely to the prevention and cure of disease but to the encouragement of the optimum health and development of all. Here, too, there has been considerable progress. Children today are healthier, taller, and heavier than were those of their fathers' generation; but, so long as there still exist the striking differences in stature, development, and vitality which can be seen amongst pupils of the same age and sex in any classroom of any elementary school, we cannot be satisfied with our efforts, unless, of course, we are bovinely content to ascribe the obvious inequalities to the one factor over which society at present has little control—heredity.

The state of health of the community, as of the individual, depends upon the interplay of the inherited constitution, the environmental conditions affecting health and happiness, the general level of health knowledge and the availability and efficiency of the medical services. Accordingly, in considering future health developments, we clearly must give first place to those measures which will encourage good heredity, the best possible environment, and sound health education. The nearer we get to these goals the fitter will the community be, the less will it be attacked, the better will it resist onslaughts which cannot be prevented, and the less need shall we have for those medical services which deal with casualties from disease.

Unfortunately, in the present state of our knowledge, we can do little to improve the communal heredity. The rightly cherished liberty of the individual, however, should not include licence to injure the next generation, and there should therefore be compulsory sterilisation of all persons found by a properly constituted board of examiners to be suffering from the comparatively limited number of defects which are known beyond dispute to be inherited.

A NATIONAL SERVICE

In this bold and comprehensive scheme for a real national health service, Dr. Sutherland calls for:

- **A planned and unified policy to apply modern health teaching to nutrition, housing, education, and work;**
- **A salaried medical service, working through health centres and concentrating on the attainment of positive health rather than the treatment of disease;**
- **Municipalisation of all hospitals, with free hospital treatment and domiciliary nursing for all.**

Local government, he shows, has a big part to play in hastening "the day when perfect mental and physical health will be the rule and disease the rare exception."

Nutrition and Housing

The power of environmental factors to retard and even inhibit our inherited potentialities is most strikingly demonstrated by the adverse effects of defective diets. Poverty, prejudice, and ignorance, singly and combined, conduct the most ruthless nutritional experiments on large sections of the community, and, by excluding certain foodstuffs from the diet, produce at will such varied and undesirable results as an increase in the dangers and difficulties of childbirth, and in the death rate of mothers; a higher stillbirth rate; a higher death rate of infants; stunted and deformed growth; an increased tendency to break bones; a diminished resistance to disease; earlier senescence; and a lessening of vitality, strength, stamina, and morale. It has been proved time and again that these conditions can be prevented by adding to the diet adequate amounts of the missing substances. Consequently, since the world produces in plenty the requirements for a balanced diet, the problem is the dual one of distribution and education; and the outstanding task facing the health services is to see that a diet rich in all the essentials is desired, received, and consumed by all. In short, the physique, health, and vigour of the race will benefit more by improved nutrition than by any other health measure.

The problem of malnutrition must, therefore, be given precedence over all others affecting physical health; well-built bodies are even more important than well-built houses.

Nevertheless, housing is by no means an insignificant environmental factor, and in the post-war world we must see that people are no longer compelled to live in dilapidated dwellings in congested slum areas, without amenities, and often without sufficient sunshine and fresh air. Many of the harmful effects attributed to defective housing, however, are, in fact, due to the poverty, malnutrition, and overcrowding which almost invariably accompany it; and, if these are not present, structural dilapidations, other than those permitting excessive dampness, are by themselves little more than an annoyance, a discouragement, and an inconvenience. On the other hand, overcrowding, particularly overcrowding of badly-ventilated sleeping accommodation, undoubtedly favours the spread of infection, especially when it is associated, as it usually is, with poverty and malnutrition, and therefore with diminished resistance to disease.

An additional, and not the least serious, ill-effect of overcrowding is its interference with sleep. "The soft silence of the listening night" comes late to children who have to share room and even bed with older members of the household. Thus, future standards of the capacity of a dwelling should disregard rooms not ordinarily used for sleeping; and rehousing arrangements should include measures to ensure that neither beds nor bedrooms are overcrowded. The rehousing of bombed-out families will naturally be the first call on our post-war building service; but the relief of overcrowding should then precede general slum clearance, the poorest families should be dealt with first, and the condemnation of dilapidated houses in pleasant and healthy surroundings should be left to the last. Housing schemes should include special provision for the aged.

Essential Measures

The post-war attack on overcrowding and slums should be associated with an enlightened and far-seeing policy of town-planning and zoning, an adequate provision of conveniently accessible parks and playgrounds, bold and even merciless legislative control of industrial atmospheric pollution, and a reduction of the domestic smoke nuisance by the supply of gas and electricity at a price relatively cheaper than that of coal. Because of the anti-social effects of smoke, it would then be reasonable to allow each family only one coal fire, except in special circumstances such as chronic invalidism.

A constant, sufficient, and safe supply of water must be provided for all, possibly by the development of a grid system. As a corollary, water closets should become as universal as is practicable, and the number of sewage works and outfalls should be reduced by the development of regional schemes. There should be co-operation also in the hygienic collection, salvage, and disposal of refuse.

To ensure the optimum nutrition of every citizen, a central food authority should be made responsible for planning and supervising the production, importation, storage, and distribution of food, and for the pasteurisation of milk from all herds which are not certified to be free from tuberculosis. But, in view of the outstanding importance of milk as a food, the greatly varying conditions under which it is produced, and its notorious history as a vehicle for the transmission of deadly and crippling disease, is it too revolutionary to

SANDHILL, NEWCASTLE-UPON-TYNE, an etching by J. H. KIRSOP, member of the Tyne Improvement Commission Staffs' branch, exhibited at the Royal Scottish Academy this year. Much of the fine detail and atmosphere of the original is lost in reproduction, unfortunately, but enough remains to give at least an indication of the artist's draughtsmanship, skill in composition, and command of his medium.

suggest that, just as local authorities now manage their own water-works, they may in the future run communally owned dairy farms stocked by herds of tuberculin-tested cattle from which they will distribute to all citizens an adequate daily supply of pure, fresh, and safe milk ?

The Patent Medicine Ramp

The materials for optimum nutrition are best obtained from simple, natural, fresh, and unrefined foodstuffs, and not from a deficient diet bolstered up by proprietary foods and vitamin preparations. The consumption of these, and the widespread and pernicious habit of tippling patent medicines, should, therefore, be discouraged by making it an offence to advertise a claim which cannot be substantiated, and by compelling manufacturers to state on the outside cover not only full details of the contents, but the total cost to them of the actual materials in each bottle or package, excluding the cost of mixing, bottling or packing, advertising, and distribution.

All children over the age of two should spend a few hours each day associating with their peers in well-staffed, pleasantly situated day nurseries, which, like the future schools, should be built on the open-air principle, in a semi-permanent form, and in parks where possible. Well-balanced meals should be provided for all school children, and the encouragement of bounding health, and the development of the child's physique, character and emotional balance, should be regarded as being at least equal in importance to the training of its intelligence. As a rule, school routine takes too little account of the intensely dynamic nature of the child ; we must liberate him from this physiological captivity. Adolescence is a period of special physical, mental, and emotional change and stress ; study and examinations should therefore be so devised and controlled as to avoid strain, and facilities for the further education of youth in industry should be provided within ordinary working hours.

The health services must take more interest in the working conditions of all sections of the community, and it should be their duty to see that all avoidable irritations and hazards are eliminated. The provision of works canteens or communal restaurants should be extended, and attention should be paid to factory design and the prevention of industrial nuisances so that work-people can live conveniently near their work places. It would be an outstanding advance if the best tempo and hours of work were scientifically determined for all individuals in each industry and not exceeded, and if everyone who ceased to be physically or mentally fit for his occupation, whether because of failing health or advancing years, were transferred to work within his powers, or, if necessary, retired on an adequate pension. There should be no employment of women in the later stage of pregnancy or of mothers of young children, and the sad plight of the incapacitated aged who cannot provide for themselves should be eased by local authorities being made responsible for their care.

Health Education

Unless the generally held hopes for the future are to be sadly dashed, the community will shortly have at its disposal all that it needs for a healthy life ; but the speed with which these requirements are made universally available, and the level of health actually attained, will depend upon the extent to which the public as a whole is conscious of its needs and opportunities, well-instructed in the laws of health, considerate of the welfare of others, and inspired not merely by the desire to prevent or cure disease, but by the positive ideal of optimum health, development, and self-fulfilment for all. Enlightened health education must, therefore, play an increasingly important part in the growth and full utilisation of the health services.

Much has already been done, and to excellent effect. Nevertheless, there is still a wide and fertile field waiting to be explored and cultivated. In the home the doctor should be the personal family adviser on health problems, assisted by the health visitor, and where necessary by social workers and home-visiting experts on domestic science, psychological problems, etc. On the staff of each school there should be at least one teacher qualified to teach the rules of healthy living and to instruct both sexes in biology, heredity, eugenics, and parentcraft ; boys as well as girls should be taught domestic economics and budgeting. Schools should be so designed and run that it is by example as well as precept that children learn the importance of cleanliness, spaciousness, sunshine, and good ventilation. The maternity and child welfare and school clinics should develop still further their already invaluable contribution to health education, and should take full advantage of the sympathetic rapport established with mothers by the resolution of minor difficulties to implant in their minds an appreciation of the principles of wise and healthy living and the resolve that these principles shall be applied in the upbringing of their children.

Every available means of national and local publicity must be intensively and continuously used to engage and hold the interest of all sections of the community, to instruct them along progressive but sound and scientific lines, and to make them health rather than disease conscious. Varying methods of approach will be needed, not so much for different districts as for persons of different ages, sex, and outlook. There is little doubt, therefore, that, although personal contact in the home, the clinic, and the school, will continue to be of great importance, the health education of the general population will be wider in its appeal and give a better return for money expended if it is centrally co-ordinated and directed. The body recognised and financially supported by the Ministry of Health for this purpose is the Central Council for Health Education.

The Medical Services

In future, every citizen should be under regular medical supervision and should receive free of charge whatever domiciliary or institutional care he requires.

Domiciliary Care.—The key member of the medical services must be the family doctor, but his education and working conditions must be altered to enable him to be the family health adviser as well as its medical attendant, and thus to end the present harmful divorce between preventive and curative medicine. The doctor must be made financially independent of his patients, given all the diagnostic and therapeutic help he requires, and allowed ample time for a full consideration of the significance of presenting illnesses in the patient's whole life. To maintain his physical, mental, and technical fitness for his work throughout his life, he must have adequate undisturbed rest, leisure for general and medical reading and for physical relaxation, and regular opportunities of undertaking post-graduate study. As he develops with experience, he should be able to transfer, without financial loss, to that branch of medicine for which he is most fitted.

There should, therefore, be established a salaried medical service providing complete medical facilities for all members of the community who wish to avail themselves of them, and offering to doctors conditions of employment and opportunities of studying and advancing which will attract to the profession the best type of individual and ensure his continued interest, contentment, and satisfaction in his work. Free choice of doctor should be preserved as far as possible, but the number of persons a practitioner may care for should be limited to a stated maximum, and the medical supervision of the individual in family units should be the responsibility of one doctor, in health as in disease. As the family medical adviser, he should make regular routine examinations of all its members, visit the sick in their homes, and, in urban areas, be available at stated times for consultation at a Health Centre shared with other doctors in his district. There he should have at his command adequate undressing and examination facilities, and all the administrative, clerical, statistical,

nursing, diagnostic, and therapeutic assistance re requires. The family doctor of the future will have been specially trained to understand he normal development of the child and to ecognise the earliest departure from it, and hould therefore supervise the health of the nfants, toddlers, and school children in his amilies by regular examinations at special essions held by him at his health centre, eferring difficult cases to a specialist.

To each group of Health Centres there should e attached a fully equipped Consultant Centre, staffed by a complete team of pecialists, to which the family doctor should efer cases requiring specialist examination r treatment, and upon which he should call, when necessary, for specialist advice in the home. At each of these Consultant Centres here should be mental guidance clinics, staffed y medical psychologists, assisted by a trained taff, whose function will be the detection and reatment of mental and emotional disturbances n their early and more curable stages. These clinics should work in close co-operation with he family doctor, and with mental hospitals nd special convalescent homes for those cases equiring institutional but not mental hospital are. Most problems of behaviour and mal-djustments to life are preventable, however, nd the best results will be obtained by im-roved instruction in parentcraft, nursery chool training for all children over the age of wo, increased attention at infant welfare and chool clinics to the advising of parents on the sychological handling of their children, and an mproved training of medical students in the undamentals of psychology and psychological edicine.

A Unified Service

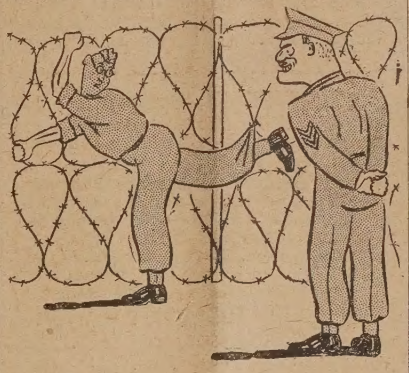
Until a generation of family doctors with the necessary knowledge and training has been produced, the maternity and child welfare and school medical services must, of course, continue to give the specialist attention which has had so strikingly beneficial an effect upon the health of our mothers and children. They should, however, work in increasing co-operation with the family doctor; and attendance at the various clinics and at the health centres should be a regular and important part of the training of medical students. The persisting, and in some quarters growing, tendency to regard the school medical service as part of the educational service is harmful. Good health is much more than merely a useful adjunct to education. The essential unity of the health services should, therefore, be recognised by placing the school medical service under the control of the Ministry of Health centrally and the health or welfare committee locally.

The family doctor should be in close touch also with the industrial medical officer, who should be a member of the health services specially trained in the problems affecting the health of the worker in office, workshop, or factory, and who, although collaborating to the full with the employer, should be entirely independent of him.

A complete, free, domiciliary nursing service should be provided, and should include arrangements for the whole-time nursing care of the patient day and night where necessary. The staff of this service should be attached to, and participate in, the work of the hospital service. As a corollary, a service of whole-time home-helps should be available in every case where the illness of the mother or housewife necessitates it.

Dental service of the best possible kind should be available to everyone. Unfortunately the present provision is unplanned and incomplete, but the difficulties could be overcome by the establishment of a salaried dental service providing at the health centres complete dental facilities for all who wish to avail themselves of them.

Institutional Care.—On an average, fewer than one out of every twenty patients seen by the family doctor needs to be sent into hospital. Therefore, we must not allow the drama of the life-saving work of the hospitals to give us an exaggerated view of their relative importance in our health services. Many of the casualties concerned could be prevented by the enforcement of the measures already recommended. Nevertheless, when hospital treatment is required it is needed urgently, and it should be of the best. It is most regrettable, therefore, that at present there is a total insufficiency of hospital beds, and that existing hospitals are often wrongly placed geographically, badly designed, and uncoordinated. The staff is frequently grossly overworked, badly housed, and seriously underpaid. Out-patient departments are much abused by patients who come



"And now, I suppose, you do a fan dance."

for treatment without an introduction from their doctor, and the casualty departments are often staffed by relatively inexperienced practitioners. A lack of enough private rooms in the larger hospitals leads to many patients being treated less satisfactorily in private nursing homes or small ill-appointed hospitals.

End Hospital Competition

The voluntary hospital system has unquestionably written one of the most inspiring pages in our social history, but in recent years the advances in medical skill and knowledge have outstripped the available charitable funds, and the voluntary hospitals, however willing, have been unable to stem the flowing tide of cases awaiting admission. This has led to the growth of a parallel system of municipal hospitals and, not infrequently, to wasteful competition and duplication. Having explored the field, proved that hospitals are needed, shown how the need can be met, and convinced the public that complete and comprehensive hospital provision is an essential social requirement, cannot the sponsors of the voluntary system now safely hand over the hospitals to the community as a whole, and thus release an enormous amount of charitable effort for a similar development of other fields?

Every citizen must recognise that at some time in his life he himself or a member of his family may urgently require the finest possible hospital treatment. It is, therefore, clearly in his interests that a fully adequate hospital service should be available everywhere, and he should be prepared to pay his share of the cost of providing it. But voluntary contributory schemes are an inequitable form of sickness insurance. Consequently, the hospital services of an area should be developed as an integral part of its health services, embracing the best features of the voluntary hospitals, and making full provision for all sections of the community. For this purpose, the country should be divided into geographical areas, each with a population sufficient to maintain a hospital centre providing all except the most specialised services. Each group of these divisional centres should work in close co-operation with a regional hospital centre providing every facility, however highly specialised; and, together, they should offer accommodation and treatment to all sick persons requiring institutional care, whether their illness be mental or physical, acute or chronic. Adequate facilities for all forms of physical and occupational therapy should be provided in all hospitals.

Similarly, whether a patient has been treated at home or in hospital, free arrangements should be made for his convalescence where necessary, under skilled supervision, in pleasant surroundings, and under conditions which will hasten and ensure his complete recovery. Hospitals might with advantage combine in making this provision. In the same way, a follow-up system should be instituted to detect the first sign that a patient's return to work is adversely affecting him, and to take whatever measures appear necessary to adjust to his capacity the strain to which he is subjected. A unified ambulance service should be available for the whole of every local authority's area, administered entirely by the local authority.

Bigger Areas Essential

There should be the closest possible integration of all services concerned with health—including the environmental services, the salaried medical and dental services, the hospital, school medical and mental services, and industrial medicine—under the direction of one Ministry, which should not be concerned with those aspects of the work of the existing Ministry of Health which do not relate to health. There are certain essential health services which cannot be completely provided by individual local authorities other than the biggest. Regional bodies representing regions with a minimum population of half a million should therefore be democratically elected by the local authorities in their areas, and made responsible for co-ordinating the health services in their regions and, where necessary, providing and controlling those which cannot be run economically or efficiently by the constituent local authorities.

Each local authority's area should be such as to ensure that it is capable of making all necessary health provisions except those highly specialised services for which the regional authority will be responsible. Each area should have its own basic hospitals, and all its health services should be administered locally by the health committee and its sub-committees. Outstanding members of the boards of voluntary hospitals should be co-opted to the hospital committee; and, in view of the specialised nature of their duties, the members of the salaried medical and dental services should be adequately represented on the committees controlling their services.

Considerations of space have compelled me to write didactically, but I hope that enough has been said to stimulate interest in this important subject, to provoke thought and discussion, and to show that, in the planning of the future of the health services, the problem must be viewed as a whole, national needs must overrule sectional interests, the various health services must be closely co-ordinated and, in allocating the national financial resources amongst them, it must certainly be remembered that prevention is better than cure.

But life is a struggle with many adverse factors, of which disease is only one, and it is not enough that man should merely survive its besetting dangers and difficulties for what is at best a brief span. He must be the happy and courageous conqueror of his environment, conscious of his powers and bounding vitality, physically and emotionally adjusted to life, and revelling in its struggle. The health services have therefore much more than a purely defensive part to play; their goal must be the positive one of encouraging a full, happy, and healthy life for all.

Lords' Judgment for NALGO in the Bolton Case

As most members will have read in their newspapers, NALGO, on September 7, secured one of the greatest legal victories in its history, when the House of Lords decided what has come to be known as the "Bolton Case" in its favour, with costs against Bolton Corporation. Below we publish a digest of the judgment and an outline of its meaning and effect.

THE case arose out of the persistent refusal of Bolton Corporation to make any supplementary payment whatever to members of its staff serving in the Forces, despite the recommendation of the Lancashire and Cheshire provincial Whitley council, of which Bolton is a constituent member. When, in August, 1940, the Minister of Labour made the Conditions of Employment and National Arbitration Order, providing for compulsory arbitration for the settlement of trade disputes and setting up a National Arbitration Tribunal for the purpose, NALGO sought to take advantage of this new machinery by declaring a dispute with Bolton Corporation. This dispute came before the National Arbitration Tribunal on February 27, 1941. At the outset, however, Mr. Sydney Turner, K.C., representing Bolton, submitted that the tribunal had no jurisdiction to hear the dispute and announced that he intended to test that submission in the High Court. In these circumstances the tribunal suspended the hearing.

The case came before a King's Bench divisional court, consisting of the Lord Chief Justice (Lord Caldecote), Mr. Justice Tucker, and Mr. Justice Atkinson, on March 10. On behalf of Bolton Corporation, Mr. Turner applied for a Writ of Prohibition to restrain the National Arbitration Tribunal from adjudicating upon the dispute. He did so upon two main grounds—that there was no "trade dispute" as defined in the Conditions of Employment and National Arbitration Order, and that the claim was for something which the corporation had no power to concede. After a prolonged hearing—fully reported in the April, 1941, number of LOCAL GOVERNMENT SERVICE—the court rejected Bolton's submission, Mr. Justice Atkinson dissenting.

Lord Chancellor's Review

Thereupon Bolton appealed to the Court of Appeal, consisting of Lord Justice MacKinnon, Lord Justice du Parcq, and Mr. Justice Bennett. The court, on July 23, 1941, allowed the appeal, awarding costs against NALGO. The judgment was reported in the August, 1941, number of LOCAL GOVERNMENT SERVICE.

Since this decision meant that local government officers were deprived of the protection of the Conditions of Employment and National Arbitration Order and, alone among the civil employees of the nation, could not refer any disputes with their employers to the National Arbitration Tribunal, the National Executive Council decided to take the case to the House of Lords. It was argued before the Lord Chancellor (Lord Simon), Lord Atkin, Lord Thankerton, Lord Wright, and Lord Porter on July 17, 20, 21, and 23.

Mr. Sydney Turner, K.C., and Mr. E. J. C. Neep again represented Bolton Corporation. Mr. G. R. Blanco White, K.C., and Mr. Erskine Simes appeared for NALGO, and the Attorney-General (Sir Donald Somervell, K.C., M.P.), the Solicitor-General (Sir D. P. Maxwell Fyfe, K.C., M.P.), and Mr. Arthian Davies represented the Minister of Labour.

Giving judgment, on September 8, the LORD CHANCELLOR (Lord Simon) recalled the circumstances of the case and outlined the relevant provisions of the Conditions of Employment and National Arbitration Order, the object of which was to prevent work being interrupted by trade disputes. Defence Regulation 58AA, under which the order had been made, followed the Industrial Courts Act, 1919, in defining the expression "trade dispute" as "any dispute or difference between employers and workmen, or between workmen and workmen connected with the employment or non-employment, or the terms of the employment or with the conditions of labour of any person." The expression "workman" meant "any person who has entered into or works under a contract with an employer, whether the contract be by way of manual labour, clerical work, or otherwise, be expressed or implied, oral or in writing, and whether it be a contract of service or of apprenticeship or a contract personally to execute any work or labour."

The dispute had arisen, Lord Simon continued, out of a claim by NALGO that it should be a condition of service of officers in the employment of Bolton Corporation that in the event of their serving in His Majesty's Forces or in Civil Defence they should have made up to them the difference between their new pay and the remuneration which they would have received if they had remained in the actual service of the corporation.

Bolton Corporation contended that reference of this claim to the National Arbitration Tribunal was *ultra vires* of the Minister of Labour to make and was in excess of the jurisdiction of the Tribunal to entertain, for three main reasons:

1. A dispute as to conditions of service of officers of a municipal corporation is not a "trade dispute" at all.

2. Even if it is, a dispute as to payments to be made by the Corporation to its officers after they have ceased to serve the Corporation, in order to undertake war service, is not a dispute connected with the terms of their employment within the definition of "trade dispute."

3. The Corporation has no power to determine generally in advance whether it will make up the pay of such of its officers as may undertake war service, but must exercise its statutory discretion to decide this, under Section 1 of the Local Government Staffs (War Service) Act, 1939, by considering the individual case when the individual officer ceases to serve the Corporation in order to undertake war service.

From this last contention, it was sought to draw the conclusion that the Tribunal had no jurisdiction to make an Award which would force the Bolton Corporation to do what it had no power to do.

What is a "Workman"?

Dealing with these three contentions in turn, Lord Simon gave the opinion that, having regard to the definition of "trade dispute" for present purposes, and to the wide definition of "workman" which had to be read into it to ascertain its ambit, the phrase could cover a dispute as to conditions of service of officers of a municipal corporation. Mr. Turner strenuously argued that such an interpretation gave no effect to the limiting word "trade." The answer was that the definition of "trade dispute" introduced no such limitation. If there could be a trade union to which the higher grades of officers of a municipal corporation could belong, it did not seem an impossible use of language to say that a dispute concerning their conditions of service might be a "trade" dispute.

It was further urged on that point that administrative, professional, and technical officials of the corporation were not "workmen." In the ordinary sense they were not, but here again the definition provided the answer. They were, in his opinion, persons who had entered into contracts with the corporation "whether the contract be by way of manual labour, clerical work, or otherwise." The definition contained no limit of earnings. The use of the words "or otherwise" did not bring into play the *ejusdem generis* principle, for "manual labour" and "clerical work" did not belong to a single limited *genus*. The only common class to which manual labour and clerical work could be said to belong was the broad class of "mode of service." As the derivation of "otherwise" showed, "or otherwise" meant "or in another way," and he agreed with the Lord Chief Justice when he said that the sentence was to be read as if it said "whether by way of manual labour, clerical work, or some duty which is neither manual labour nor clerical work." In his opinion, the first point relied on by the respondents failed.

The second point turned on the language and application of section 1 of the Local Government Staffs (War Service) Act, 1939.

Before that Act came into force it would have been *ultra vires* the corporation to make payments (apart from pensions or superannuation) to its former officers who had ceased to serve it. The effect of section 1 of the Act was to confer on an authority such as the respondent corporation a power to make to its ex-officers while engaged in war service the sort of payments described, and

WHAT IT MEANS

The Bolton Judgment has had two results of vital importance to local government officers. It means that:

- **Any dispute or difference between a local authority and its officers, connected with the employment or non-employment, the terms of the employment, or the conditions of labour of the officers, which cannot be settled by direct negotiation may be referred by the Minister of Labour to the National Arbitration Tribunal, whose decision shall be final and binding on both parties to the dispute;**
- **The right of each local authority to determine the remuneration and conditions of employment of its staff, without outside interference, may be overruled by a decision of the National Arbitration Tribunal.**

Before Bolton took the case to the High Court, NALGO had declared disputes with a number of local authorities, covering refusal to pay cost-of-living bonus, failure to adopt Whitley Council salary scales and grading schemes, and similar matters. The hearing of all these cases was postponed, pending a decision on Bolton's challenge to the jurisdiction of the Tribunal. They can now be heard—and it is hoped that the decisions of the Tribunal upon them will go far to remove the present anomalies and injustices from which local government officers are suffering.

herefore put the juristic entity in this respect n the same position as a natural person. While ne corporation could not make such payments xcept during an ex-officer's war service, it ould agree beforehand with an officer that, if e ceased to serve in his civil capacity and ndertook war service, it would make such ayments, and this thereupon became a contractual term of his employment by the coration. It was a fallacy to regard the payents authorized by the Act as mere gratuities hich could in no circumstances be the subject f contract and which, though promised, could e withheld at pleasure. If promised for good onsideration they could be enforced. The econd argument of the respondent corporaion, therefore, also failed.

On the third point, the Lord Chancellor greed with the Lord Chief Justice when he aid: "I see nothing irregular or in excess of he powers of the Corporation if they bind hemselves or are required by the Award of the Tribunal to bind themselves in advance to make similar payments. It is true this means giving up their discretion. Compulsory arbiration has not always been approved as a method of settling disputes, but if a party to a dispute is forced to submit his case to arbitration, it is very likely he will be deprived of a right which he would otherwise have of deciding the matter in issue for himself."

Corporation's Duty

In conclusion, Lord Simon pointed out that it was perfectly possible for the award of the tribunal, even though it be on the whole in favour of the claim of the appellants, to introduce qualifications which would prevent the full additional payment being required to be paid in every case, without regard (for example) to the length of the particular officer's service in his civil capacity or to the satisfactory character of such service, or even to the willingness of the corporation to part with him.

Further, it had to be remembered that the duty of the corporation in this connection was not limited to seeing that the smallest possible amount of the ratepayers' money should be expended.

The object of the Order, and of Regulation 58 AA under which it was made, was to prevent work being interrupted by trade disputes.

Moreover, the interest of the ratepayers, which the corporation sought to serve, might be served by encouraging municipal officials in proper cases to undertake war service, which indeed by the definition in the Act of 1939 included civil defence services.

The scheme of the Act was to give a wide discretion, with due regard to all the considerations involved, and these same considerations should be borne in mind when the tribunal made its award.

Object of the Act

LORD ATKIN confined his judgment to the third of the contentions of Bolton Corporation —that a local authority had only received power to decide whether to make up the service pay of an official (which term included servant) as and when he joined the Forces, after consideration of his special circumstances, and that the authority, therefore, had no power to agree with him in advance to make up his pay, still less to make it a general term of all its contracts of employment. He did not so construe the provision of the Local Government Staffs (War Service) Act, 1939. The power given by Section 1 of the Act was to make payments during the war service of an employee of a local authority making up his war service pay to the amount he would have received if he had remained in the service of the local authority. The local authority was thus placed in equal position with private employers, who clearly had a similar power. But, provided with this power, he saw no reason why the authority should not agree with its employees to exercise it. Nor did he see any reason for supposing that the authority could only make the payment after considering the individual needs of each servant. The statute had a much wider scope.

"The intention," Lord Atkin declared, "obviously is to further the public welfare by encouraging the war effort, to enable local authorities, like other good employers, to secure that their servants, when they undertake war service, are not worse off financially by their change of service.

"With this object I see no reason why they should necessarily discriminate between those who have heavy or light domestic responsibilities or none at all. And I can see very good reason why, at an early stage of their local authority service, it should be possible to assure the servants that when they do undertake war service their financial position will be unaffected. I cannot think that the legislature did not foresee that once the power was given claims would be made for assurances that it would be exercised, and that the claims would be made and settled by the usual processes of collective bargaining with which sensible masters and workmen are now familiar. Indeed, it seems to me much more likely that it was anticipated that local authorities would come to general decisions rather than be put to the trouble, with possible delay, of considering the separate claims of possibly hundreds of individuals.

"I think that the local authorities in this matter were not only permitted, but required, to turn their minds away from a duty to the ratepayers and direct them to a duty to the public at large.

The National Executive Council wishes to acknowledge the many messages of congratulation it has received from district committees, branches, and individual members upon the result of the Bolton case.

Tribunal May Decide

"I come to the conclusion, therefore, that the local authorities are given the power to make it part of the terms of employment of their servants that they will exercise their power of making up the war service pay when the servants leave their employment. And if there be such a power there is nothing to prevent the servants claiming to have the power exercised, and if a difference arises in this matter between the authority and the servants there is nothing to prevent the Minister from referring the difference to the National Arbitration Tribunal, or to prevent that Tribunal from determining the dispute.

"It is unnecessary to say that the Tribunal has complete control on the matter; it may reject the claim altogether, or may grant it in part, or subject to conditions. The interference with the rights of the employers is no more and no less than the interference when any question of wages is referred to compulsory arbitration."

On the other facts of the case, Lord Atkin saw no reason for departing from the plain words of the definition of "trade dispute" and "workman" in the Minister's Order of July, 1940, nor did he see any reason for introducing into those definitions the words "in any trade or industry," which seemed to him to be intentionally and significantly omitted. The terms of the Order were very far-reaching, perhaps more so than had been appreciated; but they stood, and justified the order of reference in this case.

LORD THANKERTON, while in other respects agreeing with the Lord Chancellor and Lord Atkin, expressed doubts as to the meaning they placed on the words "trade dispute" in Article 2 of the Conditions of Employment and National Arbitration Order. Since none of their Lordships shared his doubts, it was unnecessary for him to consider whether they would lead to the dismissal of the Appeal or not, but he wished to explain the reason for his hesitancy.

This was that the definition of "trade dispute" in the Industrial Courts Act, 1919, repeated verbatim in the Order, appeared to him to be incomplete and therefore inconclusive. It might mean either of two things—(1) any dispute or difference in any trade or industry; or (2) any dispute or difference, whether in a trade or industry or not. *In dubio*, he would feel bound to adopt the first of these alternatives, as involving less interference with contractual freedom.

Meaning of "Trade"

LORD WRIGHT agreed with the judgments of the Lord Chancellor and Lord Atkin. The contention of Bolton Corporation that the definitions of "trade" and "workman" in the Order did not include the employees of a public or local authority, and in particular such employees who were engaged in professional, technical, or administrative services, would, he held, unduly narrow and limit the wide connotation which should here be given to those words. "Trade" was not only in the etymological or dictionary sense, but in legal usage, a term of the widest scope. It was connected originally with the word "tread" and indicated a way of life or an occupation. In ordinary usage it might mean the occupation of a small shopkeeper equally with that of a commercial magnate; it might also mean a skilled craft. It was true that it was often used in contrast with a profession; a professional worker would not ordinarily be called a tradesman. But the word "trade" was used in the widest applications in connection with "trade unions"; professions had their trade unions. He saw no reason to exclude from the operation of the Industrial Courts Act the activities of local authorities, even without taking into account the fact that these authorities now carried on in most cases important industrial undertakings.

He also thought that the word "workman," as used in the Order and in the Industrial Courts Act, was apt to include professional, technical, and administrative workers, as well as manual or clerical workers. The contention that the phrase "manual labour, clerical work or otherwise" was subject to the *ejusdem generis* rule, so that what was included was manual labour, clerical work, or something analogous to either or both, was ill-founded. In his opinion, "or otherwise" was intended to embrace the entire range of wage earning or salaried employment; "workman" meant anyone, male or female, who worked under a contract with an employer, subject no doubt to the general scope of the legislation.

National Policy

Dealing with the further contention that there was no trade dispute within the definition, because there was no dispute connected with the terms of employment or the conditions of labour of any person, Lord Wright said:

"Section 1 of the Local Government Staffs (War Service) Act, 1939, gives the Respondents a power to disburse money which apart from the Act they would not have had. The power, however, is not as it stands obligatory. It is a discretion; but at the same time it is also a trust or duty, which has to be exercised with due regard to the purposes and policy for which it is given.

"The Respondents have not merely to consider the saving of the ratepayers' money in deciding what to do in regard to this new facultative head of expenditure. Their duty is to give reasonable effect to the national policy, which is to encourage men to engage in war service and to relieve them from pecuniary anxieties if they do so."

The Respondents, Lord Wright continued, contended that a "trade dispute" within the meaning of the Order could not be taken to arise; otherwise the Tribunal would have the

(Continued at foot of next page.)

ANOTHER BONUS VICTORY

Independent Arbitrator Awards Whitley Council Scale in Full

ONCE again NALGO has secured a cost-of-living bonus for a group of its members as a result of impartial arbitration.

The members affected are those employed by Coulsdon and Purley urban district council which, up to August 1 last, had consistently refused to pay any bonus whatever to its officers. On four separate occasions—in October, 1940, May and June, 1941, and January, 1942—the council had refused applications from NALGO that it should implement the current award of the National Whitley Council, and had ignored recommendations to the same effect from the South Metropolitan district council. After the last refusal, in June, 1941, the NALGO regional officer called the attention of the Industrial Relations Department of the Ministry of Labour and National Service to the position. An officer of that department appeared before the council's establishment committee on January 2, 1942, and asked the committee to consider voluntary reference of the disagreement to the Industrial Court. The committee remained adamant, however, and its recommendation of "no action" was accepted by the council on January 10.

When the third award of the National Whitley Council took effect on April 1, the branch secretary and the regional officer asked the council to implement it, or to refer the disagreement to the Industrial Court. At a meeting on May 11 the council at last agreed to "accept the principle of voluntary arbitration," though by an independent arbitrator rather than by the Industrial Court, and instructed the establishment committee to prepare a scheme in consultation with the staff.

The terms of reference having been agreed, NALGO was asked to nominate arbitrators. Three names were submitted, and the council selected that of Dr. W. A. Robson, LL.M., Ph.D., B.Sc. (Econ.), who agreed to act as arbitrator.

The case was heard on August 8, Mr. J. B. Swinden, organising secretary, representing the Association, while Coulsdon and Purley was represented by counsel, Mr. W. C. Croasdell.

In support of his claim, Mr. Swinden pointed out that, according to the Ministry of Labour index, the cost of living had increased since the outbreak of war by 29 per cent. Although Coulsdon and Purley had ignored the bonus recommendations of the National Whitley Council and the South Metropolitan district council, it had implemented for its manual workers the awards of the Local Authorities' (Non-Trading) Joint Industrial Council, a comparable voluntary organisation, and was paying its manual workers a bonus of 14s. a week.

The appropriate bonus for local government officers, he argued, was that recommended by the National Whitley Council, which had already been adopted, in full or with some modification, by 445 local authorities employing 73,135 officers. In addition, 22 local authorities, employing 2,506 officers, were paying a higher bonus than that recommended by the National Whitley Council, and 756 authorities were paying bonuses at different rates.

As a result of its refusal to implement any of the three Whitley Council awards, Coulsdon and Purley had deprived its officers of a total of £4,900 since April 1, 1940.

Mr. Swinden cited the bonuses paid to civil servants, employees of commercial and industrial organisations, and the staffs of other local authorities in the area, to show that the claim for a bonus was fully justified and generally recognised by employers, and asked for a decision that the council should pay the Whitley Council awards from the dates at which each took effect.

Opposing the claim, Mr. Croasdell contended that, since Coulsdon and Purley U.D.C. was not a constituent member of the South Metropolitan district council and since the National Whitley Council had no power or authority to determine a bonus, the council could not be required to pay one. He argued further that consideration must be given to the financial position of the district and its ratepayers, and to the fact that the council was making up war service pay and had accorded to its staff reasonable conditions of employment.

Dr. Robson gave his award as follows:

1. The staff should be granted a bonus;
2. The appropriate bonus was that recommended by the National Whitley Council in its third award.
3. This bonus should be paid, from August 1, 1942, to all members of the permanent staff at Coulsdon and Purley employed now or in the future, and to such members of the temporary staff as were receiving similar rates of pay.

This is the fourth bonus dispute NALGO has taken to arbitration. It has won each one—a striking demonstration of the strength and justice of its claim.

Lords' Judgments in Bolton Case

(Continued from preceding page)

power compulsorily to determine for the Respondents how they should exercise their discretionary power under section 1 of the Act of 1939 and to convert by their award what, if granted, would be an act of grace or a gratuity into a contractual right. That was not, in his opinion, a correct way of stating the position. The payment, if made, could not properly be regarded as a mere gratuity. Though there was an element of bounty in it, the bounty, if granted, was given for good reasons of national policy.

If the employees insisted, as a term of their contract, that the Respondents should promise to make the payments in the appropriate event and if the Respondents should promise to do so, there was a promise on each side—on the part of the Respondents to make the payments, on the part of the employees to continue to work. The risk of a strike was avoided. But if the Respondents refused to give the promise, there was then a difference connected with the conditions of employment. He did not see why this did not fall within the definition of a trade dispute in the Act, just as much as a dispute as to the rate of wages or salary.

Lord Justice MacKinnon, in his judgment in the Court of Appeal, held that the corporation could not be legally compelled to submit this dispute to arbitration, on the ground that such a reference might deprive it of the discretion which was its legal right, adding "There is no Order in Council in existence which expressly or impliedly cancels the discretionary power of the corporation under the Act of 1939, and directs that they must exercise those powers whether they like it or not."

Lord Wright was unable to agree with this reasoning. Exactly the same might be said of a dispute connected with remuneration under section 106 (2) of the Local Government Act 1933. The employee could not in general be compelled to work except at wages or on conditions which he demanded. The council had a discretion whether it would agree to these demands. The result might be a difference which might result in a lock-out or strike and an interruption of work. To avert that risk in the present emergency the powers of the tribunal might be invoked and a binding award made. The freedom in that matter both of the council and of the officers was thereby infringed. But such was the effect of the legislation which imposed compulsory arbitration. The Act of 1939 and the Order of 1940 must be read together. They dovetailed with each other, and produce the result for which the Appellant contended.

It would not be unlawful for the Respondents to agree with any one of their officers in advance that, in the appropriate event, their powers under the Act of 1939 would be exercised in his favour, and he could not see any good reason why they should not agree in advance to make it a condition of employment with their employees generally that this would be done. Nor could he see why, if the employees insisted on that condition and the Respondents refused it, there was not a trade dispute under the Order or why the Tribunal had not jurisdiction to make a binding award.

It would be strangely out of date, Lord Wright concluded, to hold, as was argued, that a trade union could not act on behalf of its members in a trade dispute, or that a difference between a trade union acting for its members and their employer could not be a trade dispute.

LORD PORTER agreed with the views of his colleagues, and the appeal was therefore allowed, restoring the order of the King's Bench Divisional Court, with costs for NALGO.

One-Day School on Civil Defence

ALL authorities seem to be agreed that when—and if—Hitler is able to disengage a substantial part of his bombing force from the Russian fronts, we in this country will be subjected to air attacks on a scale far overshadowing anything we have yet experienced, delivered with heavier bombers, bigger bombs, and greater concentration. Such attacks will test all our civil defence services to the utmost, and it is therefore essential that all concerned with civil defence should bring themselves now to the peak of efficiency.

To contribute to this end, the National A.R.P. Co-ordinating Committee is organising a one-day school in the various branches of civil defence at the Caxton Hall, Westminster, on Sunday, October 25, beginning at 10 a.m. Subjects to be discussed include general organisation, post-raid welfare, repair of damage, fire defence, casualty services, and anti-gas measures. An imposing list of speakers has been obtained to lead the discussions, including Dr. C. A. Francis, M.A., M.B., Prof. J. B. S. Haldane, F.R.S., Prof. J. R. Marrack, D.S.O., Prof. Holman (a member of the Government Scientific Advisory Committee), Mr. S. Elsbury, A.R.P. and Fire Prevention Officer, Bethnal Green, Mr. J. Hay, A.R.P. Controller, Vickers-Armstrong, Mr. R. Clements, chairman Midland Region Welfare Advisory Committee, Miss D. Keeling, assistant secretary, National Council of Social Service, Dr. K. W. C. Sinclair-Loutit, former A.R.P. M.O., Finsbury, and J. Terry and Michael Barrett Brown, Friends' Ambulance Unit. All connected with local government and the civil defence services are welcomed. The ordinary fee for individuals is 7s. 6d., but members of NALGO and certain other organisations will be able to attend the school for 5s. Applications for tickets should be sent to the National A.R.P. Co-ordinating Committee, Faraday House, 8, Charing Cross Road, London, W.C.1.

How The Black-Coat Spends His Money

Results of the elaborate inquiry—the first of its kind ever made in this country—into the family expenditure of public officials earning more than £250 a year, which was conducted in 1938-9 by the Civil Service Statistical and Research Bureau, with the co-operation of N A L G O, the L.C.C. Staff Association, the National Union of Teachers, and the Educational Institute of Scotland, are now complete. In this article, specially written for "Local Government Service," P. W. S. ANDREWS, Lecturer in Economics at New College, Oxford, analyses them and discusses their relation with the Ministry of Labour's official cost-of-living index.

THE results of this inquiry, given in a paper which Mr. Philip Massey, who directed it, read before the Royal Statistical Society recently, are, of course, of special interest to the classes of public official who took part in it. But it has a much wider significance, for it is the first large-scale inquiry into the household expenditure of middle-class persons, and all interested in such matters will feel grateful to the organisations who planned and carried it out. In particular, such an inquiry was an essential preliminary for settling the vexed question of the use of the Ministry of Labour cost-of-living index in determining the salaries of such officials, or for devising an index more appropriate to their cases.

It is no more than a preliminary, however—for it must be borne in mind that before we can really settle this question, or construct a valid index, it will be necessary to compile adequate statistics of appropriate prices. Such statistics are not at present available.

The inquiry was an outcome of the decision of the Ministry of Labour, early in 1938, to investigate the household expenditure of manual workers and others earning less than £250 a year—the class for which the official index is intended to be appropriate—as a guide to a possible revision of the index. When that decision was announced, the various organisations representing public officials, who had long contended that the official index did not accurately reflect their own living costs, although it was used in determining fluctuations in their salary scales, pressed for the extension of the investigation—or the holding of a parallel investigation—to cover the expenditure of those earning more than £250. The Ministry refused to do this, and these organisations thereupon decided to conduct a private inquiry on their own, using their own members as the material for it.

How Figures were obtained

The inquiry was conducted in a similar manner to that made by the Ministry, but a number of valuable additional questions were asked. It was fortunate in securing the active co-operation of 23 professional associations of the officials concerned. Members believed or known to be earning at least £250 per annum were approached through their association on the basis of a one-in-twenty-five random sample and were asked if they would be willing to supply information of a week's family expenditure under conditions ensuring that replies would be treated as confidential. Had all who were approached, and were eligible for inclusion in the returns, responded, the inquiry would have covered about 6,000 families. The actual response was certainly satisfactory, for 3,433 persons agreed to take part, and the number finally sending in budgets for at least part of the inquiry period was apparently about 2,500.

The inquiry had two parts—the "main" inquiry and a special clothing inquiry. The main inquiry was held in one week of each of the months of April, July and October, 1938, and January, 1939, at different parts of the month. This procedure was adopted because expenditure upon different commodities varies greatly between one part of the year and another. Those agreeing to take part were asked questions about the income of the head of the family, annual expenditure upon income tax and education, the composition of the household (numbers, sex, and age), details of the accommodation in the dwellings occupied, and for itemised details of their household expenditure upon housing (rent or purchase payments, rates, etc.), food, clothing, gas and electricity, other fuel and light, and other expenditures. They were also asked to itemise garden or allotment produce used.

Separate Clothing Inquiry

Since weekly figures of clothing expenditure taken over only a short period of time are naturally capricious, depending upon the sheer accident of time of purchase, an inquiry such as this could not be sure that the clothing figures were representative.* A special inquiry was therefore held and all taking part in the main inquiry were asked if they would fill in clothing forms for a whole year.

As already mentioned, about 2,500 households took part in the main inquiry, 1,360 supplying information for all four weeks. In addition, 706 households also supplied details of clothing expenditure for a year. All the figures of expenditure summarised here are for the 1,360 households supplying budgets for all four weeks, since their average expenditure is probably more representative—with the important exception that, for the reasons indicated above, the figures for clothing expenditure are those of the *clothing* inquiry.

Table I provides a bird's-eye view of the households taking part in the main inquiry. It describes the type of official to which the household belonged, its average income and size, the age-distribution of its members, and the average number of living-rooms occupied; all of these are given separately for four classes of household according to the income of the head of the household, as well as for all households taken together.

* There is also the point that there appears to be a tendency—suspected in other inquiries beside this—for persons taking part to include expenditure incurred in near-by weeks, especially if they have spent very little in the week in question. This is probably a major reason why the average weekly expenditure upon clothing in the main inquiry was 22s. 10d. per household as compared with 15s. 6½d. in the clothing inquiry.

It will be seen that the 1,360 budgets came fairly equally from all three classes of official, but the same is not true for the income groups separately—the civil servants having a much greater proportionate representation in the higher incomes. It would be useful to know if the sample gives a fair impression of the distribution of income for the types of official concerned. It would be important to know this if the results of this inquiry were to be used as the basis of a general index of changes in the middle-class cost of living generally, or for middle-class officials in particular.

It is interesting to contrast the average households of this inquiry with those of the working-class families (earning less than £250 a year), investigated in the 1937-8 inquiry of the Ministry of Labour. The average size of those households was 3.77 persons, including 1.75 wage-earners; 26.3 per cent of such households were on the average below the age of 14, 8.2 per cent were between 14 and 18, 65.5 per cent were 18 and over. These working-class households occupied, on the average, 3.9 living rooms.

More L.G.O.s Buy Their Homes

Table II summarizes the average weekly expenditure for broad classes of expenditure, the expenditure upon "other items" being given in fair detail because many items are too interesting to be buried under a general heading.

The expenditure upon housing is the average for all households of all current payments for housing, whether the occupant was renting or buying the dwelling or had already bought and paid for it. Thirty-five per cent of all the households were renting their dwellings, 46½ per cent were buying them, and 18 per cent had bought and paid for them. The percentage renting was 37 for civil servants, 29 for local government officers, and 38½ for teachers. The percentage buying their homes was 44, 60½, and 35½ for these three classes respectively and the percentage who had bought and paid for their home was, respectively, 19, 10, and 25.

The expenditure upon food includes meals away from home—the latter amounted to

TABLE I Numbers of households supplying budgets, by type of public official and by income-groups, with description of average household in each income-group.

	INCOME-GROUPS Income per annum of Head of Household				
	I £250—£350	II £350—£500	III £500—£700	IV £700 & over	ALL £250 & over
A. Numbers of Households taking part					
Civil Servants	146	122	111	57	436
Local Government Officers	232	176	34	7	449
Teachers	220	209	41	5	475
ALL HOUSEHOLDS	598	507	186	69	1,360
B. Description of the Average Household					
Average Income of Head	£304	£398	£573	£902	£406
Average Size (No. of persons)	2·98	3·39	3·56	3·97	3·27
Average No. of Wage (or Salary) Earners	1·17	1·25	1·26	1·30	1·22
C. Percentage of Average Household					
aged 18 and over	70·5	67·0	69·4	72·8	69·1
aged 14 to 18	4·0	8·3	11·0	8·8	7·0
aged 5 to 14	14·4	18·0	16·0	14·9	15·9
aged under 5	11·1	6·8	3·7	3·5	8·0
Average No. of living-rooms	5·1	5·6	6·0	7·6	5·5

3s. 8¾d. for all the households, 2s. 4½d. for the first income group, 3s. 0½d. for the second income group, 6s. 7¼d. for the third, and 12s. 6½d. for the fourth. It is the rise in this item that accounts for the marked rise in the expenditure upon food and, if it is excluded, food expenditure per head does not rise very much. Further, apart from this item, the food expenditure is very similarly divided between the main classes of food. For this reason the distribution for all households taken together gives a good impression for the individual groups as well. The 1,360 households taken together spent the following percentages of their total expenditure upon food (excluding meals away from home) upon the indicated classes of food:

Bread, cereals, etc., 13·3.
Meat and fish, 26·9.
Dairy foods, etc., 29·5.
Tea, coffee, cocoa, 4·5.
Sugar and preserves, 4·2.
Vegetables, 7·0.
Fruit, 9·5.
Other food (excluding meals away from home), 5·1.

As already stated, the clothing figures are those for the 706 households that gave clothing returns for a whole year. They are assumed to be more representative than were the figures actually returned by the wider group of 1,306 households for the four weeks of the main inquiry.

In "other items," the marked rise in the average expenditure upon travelling and education for the higher income groups is specially to be noted.

The fall in the average expenditure upon pensions, etc., for the higher age groups, is due to those groups being disproportionately weighted with civil servants with non-contributory pensions. The holiday expenditure in Group J does not include the expenses of major holidays. Frankly, we do not believe the returns for tobacco and cigarettes and for entertainment, nor those in Group K, which includes alcoholic drinks. It is a common suspicion, apparently confirmed by the low figures given here, that such expenditure is not fully returned in inquiries of this kind—a likely reason being that so much of this expenditure is probably made out of the "pocket money" of the head of the house, and that his personal expenditure of this kind is not brought into account.

Comparison with Official Index

The Ministry cost-of-living index is designed to measure the average increase in the cost of maintaining unchanged the pre-1914 standard of living of the working classes, changes in the prices of individual items entering into the cost of living of such a household being weighted in the final averages according to their relative importance in the pre-1914 working-class budget. Since the rise in the general standard of living has been so marked since 1914, it has been felt that the weights must be seriously out, especially for "sundries" (i.e. "other items" in the list in Table II), and that, therefore, the index must be seriously in error.

The argument applies *a fortiori* to the familiar use of the index number in the settlement of the salaries of middle-class officials—this consideration being of special importance to-day in view of the marked rises in prices generally since the war, which have occurred very unevenly between the groups used in the Ministry's index. Also, in view of the 1914 basis, the Ministry's representative quotations for individual commodities are dominated by the cheaper varieties, and, with the rise in the standard of life, a greater proportion of total expenditure is naturally devoted to more expensive, superior varieties.

Since we can use only the price quotations collected for the Ministry for its index, we cannot test the extent to which the second criticism is justified. Table III, however, shows that the first criticism is definitely justified, both for the working classes and for the higher income groups. It compares the weights of the Ministry's index with those derived from the 1937-8 working-class inquiry and from the present 1938-9 public officials' inquiry (those from the Ministry's index and from the 1937-8 inquiry have been adjusted for relative price changes so as to make them comparable for the 1938-9 date). The discrepancy between the weights for all the groups, including "sundries," shown in the upper part of the table, is most marked. Food has a greatly diminished importance, as has clothing, while sundries are far and away the most important group for the public officials, and not very much less important than food for the working class. It will be seen from the lower part of the table that the relative weights, apart from sundries, are not seriously discrepant between the two working-class items, but that the discrepancies are more marked between them and the middle-class items, although still not so marked as in the case of the weights including "sundries."

TABLE II Average weekly expenditure for main classes of goods by income groups.

Average Expenditure per week upon—	INCOME OF HEAD OF HOUSEHOLD I £250—£350	II £350—£500	III £500—£700	IV £700 & over	ALL £250 & over
	s. d.	s. d.	s. d.	s. d.	s. d.
Housing	19 0	20 0½	25 9	34 10½	21 1½
Food, including meals away from home	35 6¾	42 1¼	52 7¼	64 6¾	41 10
*Clothing	12 5	15 4	20 5¼	26 7½	15 6¼
Fuel and Light	8 5½	10 1¼	12 10½	16 2	10 1
Other Items	60 6½	85 9¾	116 1¾	179 6¼	83 7
Details of "Other Items"—					
A. Household	10 10¾	13 3½	16 9	21 0¾	13 0¾
B. Tobacco and Cigarettes ...	2 9¼	3 3¼	3 10½	5 3	3 2¼
C. Travelling	4 1	5 5½	7 5¾	14 5½	5 6¾
D. Newspapers, Books, Stationery, etc.	3 3½	4 8¼	7 4	12 6½	4 10
E. Entertainment	2 0	2 7	4 0¾	5 2½	2 8
F. Education	10¾	3 3¾	7 11¼	14 5½	3 5¼
G. Hairdressing, etc., Chemists' sundries, Laundry ...	2 6	2 10¾	3 11¾	5 11½	3 0½
H. Doctor's fees, etc., Medicine, Hospital, etc.	4 11¼	7 4¼	8 10	12 5½	6 9
I. Insurance, Pensions, Trade Union, etc., Subscriptions	10 5	15 10½	15 7¾	13 10	13 4
J. Domestic help, Licences (occasional) Holidays, etc.	3 7½	5 2¾	9 9¾	16 7¾	5 8¾
K. Drinks, Food for Animals, etc.	1 6	2 1¾	2 6¾	6 0½	2 1½
L. Other Expenditure ...	13 8¼	19 8½	27 10½	52 7½	19 10¼

* *The Clothing Averages are those for the 706 households which gave clothing records for the whole year*

TABLE III. Comparison of percentage distribution of total expenditure in the Ministry of Labour Cost-of-Living Index, the 1937-8 Working Class Budget Inquiry, and the 1938-9 "Public Officials" Budget inquiry.

	PERCENTAGE DISTRIBUTION OF EXPENDITURE M.O.L. Cost of Living Index	Working Class 1937-8 Inquiry	Public Officials Inquiry Income Groups I £250—£350	II £350—£500	III £500—£700	IV £700 & over	ALL £250 & over
A. Total Expenditure including "Sundries"							
Food ...	53·6	39·6	26·2	24·3	23·1	20·1	24·3
Rent	16·5	12·9	14·0	11·5	11·3	10.8	12·3
Clothing ...	16·1	9·8	9·1	8·8	9·0	8·3	9·0
Fuel and Light	9·3	7·7	6·3	5·8	5·7	5·0	5·9
Sundries ...	4·5	30·0	44·5	49·5	51·0	55·8	48·5
B. Total Expenditure excluding Sundries							
Food ...	56·2	56·5	47·2	48·1	47·1	45·4	47·2
Rent	17·2	18·4	25·2	22·9	23·1	24·5	23·8
Clothing ...	16·8	14·1	16·4	17·5	18·3	18·7	17·5
Fuel and Light	9·8	11·0	11·3	11·5	11·5	11·4	11·4

The Index "Re-weighted."

As was explained earlier, we cannot, from the data now available, construct a new cost-of-living index for public officials without adequate statistics of the appropriate prices of the goods bought by each salary group. We can, however, as a matter of interest, see what the Ministry's idea would look like *if* it used the weights revealed in the public officials' inquiry and applied them to its own index. This has been done in Table IV. It must be strongly emphasized, however, that the figures given in this table are not equivalent to index numbers appropriate to the income classes concerned.

The table compares the Ministry's index for stated dates and base periods with revisions made on the basis of the 1937-8 (working-class) and 1938-9 (public officials') inquiries. The index for all items combined incorporates revised indices for the food group and for the fuel and light group, made with new weights for the individual items within each group, taken from the inquiries. This cannot be done for the other three groups—rent, clothing, and the very important sundries group. The Ministry's index has

been used for these three groups. (This leads to an error the nature of which is discussed below.) The indices for each of the five groups have then been combined on the basis of the weights stated in Table III.

It will be seen that, in general, incorporating the new weights would cause the index to be revised upwards, but that the discrepancies are never very serious in the case of Food, and, though greater, are not so serious as might be expected for All Items together. When the great war-time variation in prices is taken into account, the maximum addition of about 12 points to the index as revised by the public officials' weights (Table IV. C., using 1938-9 as a base) is not great. Moreover, these revisions are subject to the use of the Ministry's indices for clothing and sundries. It is certain that (on the 1938-9 base) the Ministry's index for clothing is too high for the purpose of calculating the public officials' index, and that the Ministry's index for Sundries is too high for both public officials, and working-class indices. The relative increase in clothing prices has been much greater in the cheaper than in the more expensive ranges (the cheapest kinds of clothing having disappeared altogether). The cost of clothing for middle-class persons will, therefore, have increased less than the cost for working-class persons, on the average. Similarly, the expenditure upon "Other Items," both in the working-class and in the public officials' budgets, includes a much greater proportion of services and other items, whose prices have not gone up to the same extent as has the Ministry of Labour's sundries index.

If we could correct for this, the indices would come much closer together. For example, were it to be assumed that the rise in the Ministry's clothing index since 1938-9 should be reduced by 25 per cent to make it applicable to the weights made on the basis of the public officials' inquiry, and that an identical reduction should be made in the rise in the Ministry's index for sundries when applying the weights of both working-class and public officials' inquiries, all indices would be practically identical—i.e. Ministry, 128.9; working-class, 129.6; and public officials, 129.8; 130.9; 131.1; and 131.8, respectively, for the four income groups.

It must be pointed out, however, that, quite apart from this matter of weights, and of the representativeness of prices, no cost-of-living index number, based upon pre-war habits and plenty, can give a measurement of the real changes in the cost of living during the war. Rationing and other causes have greatly limited the extent to which expenditure can be directed to some goods of great importance in the pre-war budgets. Such scarcities and disappearances have caused wide shifts in expenditure, and no index number can keep a grip upon reality in those conditions.

NALGO AND BRADFORD CITY COUNCIL

WHEN, last month, after reporting on the circumstances leading up to the enforced resignation of Mr. Norman Dracup from all his offices in NALGO—including the National Executive Council, the staff side of the Yorkshire provincial council, and the Yorkshire district committee—we expressed the hope that this month we should be able to record the final decision of Bradford City Council on the case, we reckoned without that body's skill in procrastination.

The special sub-committee appointed to inquire into the case reported on August 29. Its report was approved by the finance (accounts) sub-committee of the council on September 4, and came before the city council on September 15. But, despite lively protests from some members, the lord mayor ruled all discussion of the report out of order, and it was eventually referred to the finance and general purposes committee.

The inquiry sub-committee held four meetings and heard evidence from Mr. Dracup and other members of the Bradford branch, the divisional secretary, the general secretary, the city treasurer and the deputy chairman of the finance committee. Its report contained the following findings:

1. **The Resignation.**—The city treasurer, with the authority of the chairman and deputy chairman of the finance and general purposes committee, gave Mr. Dracup the option of either resigning from all active participation in NALGO representation, i.e. local, Yorkshire district and National Committee work, or having certain of his corporation duties changed.
2. **Responsibility.**—The responsibility for this position rests upon the chairman and deputy chairman of the finance and general purposes committee and the city treasurer. It is due to the city treasurer to report that he was willing for the surrender (by Mr. Dracup) of the Bradford branch chairmanship to satisfy his request, but this could not be done because the chairman and deputy chairman required all NALGO offices to be relinquished by Mr. Dracup.
3. **Justification.**—We considered with care this aspect of the case, and came to the conclusion that the action taken was not entirely warranted.

The members of the special committee were unanimous in regard to (1) and (2), but there were two dissentients in relation to (3), and Mr. A. W. Brown, chairman of the special committee, told the finance (accounts) sub-committee that the word "entirely" had been inserted to avoid a split between those members of the committee who held that the action taken was unwarranted and those who took the contrary view.

Alderman J. Stringer, chairman of the finance committee, did not attend any meetings of the special committee, though invited to do so, and on August 31 it was announced that he had resigned his membership of the city council with immediate effect. At the subsequent meeting of the city council, the leader of the Liberal group said that Ald. Stringer's resignation was in no way connected with the Dracup case.

In view of the indefinite conclusion reached in the committee's third finding, the divisional secretary wrote to the town clerk on Sept. 7. In the course of his letter he said:

"The word 'entirely' introduces a qualification, which makes it necessary for the Association to seek a decision of the city council as to whether or not Mr. Dracup is now free to resume his various offices in the local branch and the Yorkshire district committee as well as his membership of the National Executive Council, without any alteration of his official duties as an officer of the corporation.

"In the final statement, which I had the privilege of making to the special committee, I asked for such a declaration, together with an assurance that neither Mr. Dracup nor any other member of the Association who had given evidence would be penalised in any way for the part taken in the inquiry. As the findings of the committee are not specific on these two points, it is vital that the position should be clarified by the city council not only in relation to Mr. Dracup but equally to any other member of the branch who may be placed in a similar position at any time.

"I would therefore respectfully ask that this letter be submitted at the meeting of the city council on the 15th instant, and it would be appreciated if I could be advised in due course of the decision of the city council."

A copy of this letter was sent to each member of the city council.

When the council met on September 15, the lord mayor ruled that this letter would have to be referred to the finance and general purposes committee (which comprises all the members of the council), and that the report was not open to amendment.

Several members protested against this ruling, but the lord mayor insisted that if the letter was not referred to the committee it would simply lie on the table. Mr. Brown, chairman of the committee of inquiry, sought to move "that the report be accepted and that the council record their disapproval of the action of the chairman and deputy chairman of the finance and general purposes committee and the city treasurer in interfering in the trade union activities of Mr. Dracup." The lord mayor, however, ruled this motion out of order, and the council finally resolved, by 40 votes to 23, that the letter and the report be referred to the finance and general purposes committee to take such action as it thought fit.

At a later stage, the council resumed consideration of a motion submitted at the previous meeting in the following terms:

"That this council grant full freedom and right to its employees to elect, under reasonable conditions, representatives to such organisations as are recognised agencies for the protection of their interests and which may negotiate from time to time with the council upon them."

This motion was carried unanimously.

It now remains for the finance and general purposes committee, after considering the report and bearing in mind the above resolution, to give a specific and unequivocal answer to the questions submitted on behalf of the Association.

TABLE IV A Comparison between the Ministry of Labour Index and revised indices based upon the weights of the Public Officials' Inquiry and the 1937-8 Working Class Inquiry, the comparison being made for the average of the four months during which Public Officials' Inquiry took place (taking 1914 as the base date) and for September 1, 1939 and August 1, 1942 (taking 1938-9 as base).

	M.O.L. Cost of Living Index	Working Class Inquiry	Revised Indices, using weights of Public Officials' Inquiry Income Groups I £250—£350	II £350—£500	III £500—£700	IV £700 & over	ALL £250 & over
A. Index for Average of Four Months, 1938-9 (1914 = 100)							
Food ...	139·2	139·5	142·5	142·3	142·9	143·3	142·4
All Items ...	155·7	159·6	165·6	166·5	167·0	168·0	166·4
B. Index for September 1, 1939 (1938-9 = 100)							
Food ...	98·5	98·5	98·4	98·5	98·5	98·5	98·5
All Items ...	99·4	100·4	101·1	101·3	101·4	101·5	101·4
C. Index for August 1, 1942 (1938-9 = 100)							
Food ...	114·9	116·7	118·4	118·5	119·0	119·2	118·6
All Items ...	128·9	134·2	138·6	140·3	140·9	141·9	140·0

ANY QUESTIONS?—NALGO 'Brains Trust' Finds a Lively Bunch

Inadequate Whitley scales, the composition of the N.E.C., and the ever-lively wage war of the sexes, provide controversial questions for the "Brains Trust" this month. Have you a question on NALGO policy and affairs? Then send it to the "Brains Trust."

Scale—or Scandal?

1. In my part of the country, a stronghold of Whitleyism, the general division maximum scale (reached at age 26) is £3 13s. 1d. for a man and £2 15s. for a woman. The Lancashire and Cheshire Provincial Council has been in existence 21 years. How long, O Brains Trust, how much longer, must we wait for a raise?—"*Lancashire Lad.*"

MR. METCALFE.—On the face of it, "Lancashire Lad" has put a real poser. Someone has been kidding us all along the line if Whitleyism—adult, vigorous Whitleyism—cannot do better than that!

MR. ALLEN.—Nobody would attempt to defend those maxima (to which, of course, must be added bonuses of 13s. and 10s. per week respectively), save to say that the figures are better than the corresponding figures paid by some authorities who do not adopt Whitley scales.

But not many officers stay long at this maximum; beyond this are two clerical grades, two miscellaneous grades, and five administrative and professional grades. By classification of all posts an establishment is arrived at (i.e. a fixed and constant number of people in each grade), and as a higher post becomes vacant, promotions fill the vacancy. It is not uncommon for one vacancy in the higher grades to cause four or more promotions.

Moreover, Whitley standards are not static. Five amendments have been made in the last ten years, and but for the war the general division maximum would have been reviewed. NALGO is now examining all the provincial scales with a view to an improvement of the lower grade position.

MR. NORTON.—Surely there is automatic progression into a higher grade? Otherwise it's not a scale, it's a scandal!

MR. METCALFE.—Automatic may not be quite the right word, but there are few, if any, departments where promotion to a higher grade than general division cannot be gained by an ambitious and capable officer before he has worn his heart out and his breeches thin during a span of ten years. I am all for decent standards of remuneration, but I cannot support a high ceiling for a man whose sole recommendation is a bare "satisfactory service" report year after year. An adequate salary at 26 on a general division scale should be not less than £208. Not much on which to marry, says "Lancashire Lad."

MR. NORTON.—It's not!

MR. METCALFE.—I agree, but in a calling which demands high attributes of its officers and which, generally speaking, grants rewards to men and women of ability—or at least affords them adequate opportunity "to go and get it"—it is neither necessary nor in the best interests of the service to clamour for a high ceiling for a wage-according-to-age scale.

MR. NORTON.—If "Lancashire Lad" is protesting against the time it takes to reach a living salary, I'm entirely on his side. I married seven years ago at the age and salary he mentions—I called it £190 a year because it sounded more, but it didn't pay bills any better for that.

Why on earth is the manual worker rated as an adult at 21 and given a man's wage, while the local government officer has to wait till nearer thirty before he can reasonably contemplate marriage and a family? He can't do it on £3 13s. 1d. per week. The trouble is that, because most of us reach more comfortable standards later on, we forget how rotten it was and leave our younger colleagues to flounder through the same morass. They get through—just as I got through—but why should anyone have to do a man's work and carry a man's family responsibilities on less than a man's wage? Surely the time when he most needs his highest rate of earnings is when he is struggling with the problem of raising a family.

No wonder the birthrate in our class is so low—scales like this see to that.

I want to see scales with a real jump—up to marrying standard—at 21. I hope nobody's going to say "a bit of early struggle is good for us"—it isn't. It sours and wearies a man and takes the heart out of him just when he ought to be helped and encouraged. Nor will I accept that so many years' experience are necessary to make a good local government officer, any more than they are to make a good joiner or electrician. I'm almost inclined to the opposite view—that at 25 I could work better, faster, more enthusiastically, and with more confidence than I can now.

MR. HILL.—But "Lancashire Lad" shouldn't blame Whitleyism. Mr. Allen has described something of what Whitleyism has done in raising the general standard. "Lancashire Lad" must get all the other Lancashire and Cheshire lads and lassies to press the North-Western district representatives on the Lancashire and Cheshire Whitley Council to go for a better salary scale.

MR. NORTON.—And get them to push on to the N E C (they'll need to push) and shout "Hey, what about us?"

MR. HARROD.—It seems that the Lancashire and Cheshire Provincial Council ought to make a special effort, also the local branch, with the help of the divisional secretary. So long as local government officers are prepared to accept posts with such miserable scales, so long will Whitleyism be ineffective.

For its second session this month the "Brains Trust" consists of the same team as before:

- **F. H. HARROD, Director of Education at Coventry, and Chairman of the N.E.C.**
- **C. A. W. ROBERTS, Manager of Walton Hospital, Liverpool; Senior Vice-President; and Chairman of the Education Committee.**
- **H. ALLEN, Senior Clerk, Treasurer's Department, West Riding C.C., and Chairman of the Service Conditions and Organisation Committee.**
- **P. H. HARROLD, Town Clerk of Hampstead; Hon. Solicitor for England; and Chairman of the Law and Parliamentary Committee.**
- **Miss I. STANSFIELD, Juvenile Employment Officer, Manchester, and one of the two women members of the N.E.C.**
- **H. NORTON, Assistant Claims Superintendent, Transport Department, Sheffield; Chairman of the Sheffield branch; a member of the Yorkshire District Committee (and better known to most readers as "Jackass").**
- **T. J. METCALFE, Inspector of Weights and Measures, Smethwick; Secretary of the Smethwick branch; and former Secretary of the Brighton branch.**
- **M. J. MILES, Education Department, Coventry; and Editor of "Camera Principis," the Coventry branch magazine.**
- **Miss M. HOWIE, Transport Department, Glasgow, and a member of the Executive Committee of the Glasgow branch; and**
- **L. HILL, General Secretary of NALGO.**

The "Brains Trust" is prepared to answer, to the best of its ability, questions of all kinds dealing with Association policy, plans, organisation, history, and objects. Questions (which may be submitted over a nom-de-plume, but must be accompanied by the name and address of the sender, as a guarantee of good faith) should be sent to the Editor of LOCAL GOVERNMENT SERVICE, at 27, Abingdon Street, Westminster, London, S.W.1.

Is the N.E.C. Unrepresentative?

2. I have been told that the majority of NALGO members earn less than £4 to £5 a week. If this is correct, it would seem that the impressive list of highly placed (and doubtless highly paid) officials who adorn our National Executive Council, are completely unrepresentative of the average member. Is not this an obvious defect in NALGO's system of election—and perhaps the root cause of other deficiences as well?—"*Trade Unionist.*"

MR. HILL.—Statistics certainly show that 70-80 per cent of local government officers in the country are receiving not more than £260 p.a., but that does not mean they all remain below this figure throughout the whole of their municipal service. The statement is correct at any given moment, but only a comparatively small minority do not rise above £260. The members of the N.E.C. are anything but unrepresentative of the salaries position in local government. Most of them have gone through the salary scales business from the days when they received only a few shillings a week, and, as everywhere else in the political and economic field, men must run the full course of experience before they can be mature and sound in judgment.

MR. HARROD.—Don't forget the "highly placed (and doubtless highly paid)" officials who "adorn" (?) the National Executive Council are there by the free democratic vote of all members of the Association. They must, therefore, presumably be the representatives that the ordinary body of average members desires. If not, the remedy is obvious and in the hands of the average member.

MR. METCALFE.—Yes! Surely the retort obvious is—Who put 'em there? It is true that elections by ballot have not taken place since 1939, but most members of the N.E.C. are old and trusted friends who were freely elected by ballot. If there be any fault in the system of election, it is no greater than that generally shown in this country in connection with all elections, i.e., apathy among the electors.

MISS HOWIE.—I am inclined to agree with both "Trade Unionist" and Metcalfe. The present construction of the N.E.C., with its imposing list of chief officers, *is* totally unrepresentative of the membership. But the fault lies in the lack of interest of the ordinary member, and no experimenting with election systems will alter that. The present method is still the most democratic, so stick to it, rather than hand over your powers to, say, the district committee, which is also over-impressive, don't forget! I believe we can only get things done—progress—if we have a better balance on the N.E.C. Rank and file members and chief officers—both types are needed in due proportion—each needs the other, and, as a temporary remedy, it might be a good idea to make some ruling to the effect that the N.E.C. must have in its composition at least 50 per cent rank-and-file.

With regard to electoral apathy, we think we've found the answer in Glasgow in our Youth Section, which interests young people in NALGO from the minute they enter the service and which, through the running of their own affairs, proves an excellent training field for future work on the branch executive.

MR. ALLEN.—This old cry—if a man gets

ore than I do, then he cannot understand my ubles—is really a healthy sign, because it ows a growing interest in the affairs of the sociation. At the same time, it is a reflection the intelligence of the majority of our embers to suggest they vote on the basis of e salaries and/or positions of the various ndidates.

Surely it is not going to be suggested that a an's enthusiasm for his trade union is in verse ratio to his progression in his job! One other point. The phrase "and perhaps e root cause of other deficiences as well" is o ambiguous. Obviously the N.E.C. stands be shot at for all faults, real or imaginary, d I am tempted to repeat the words I used at onference: "How long can you continue function as a first-class association when the nk and file will not pay above third-class tes of subscription. Give us the tools and e will finish the job!"

MR. ROBERTS.—I wonder why platform iting is so popular?

The answer to "Trade Unionist's" question n surely be supplied by himself, as Metcalfe ggests, if he can persuade enough of his lleagues to remove some of those who adorn e platform and put themselves there.

MR. HARROLD.—There is nothing in the .E.C. system of election to prevent them. ey could elect an entirely new N.E.C. if they ced. Nor is there anything to prevent onference altering the system and laying down rule such as Miss Howie suggested.

MR. HARROD.—It was partly for this reason that however enthusiastic chief officers may ppear to be as NALGO members, they annot escape the suspicion (outside their wn branches) of being out of touch, and erhaps out of sympathy with the rank and e members—that some of us wished to alter ne system of election to the N.E.C., and as ou know, it was decided at the Conference conduct future elections in districts. If chief officer is elected to the N.E.C. now, should be because he is above suspicion. nd if in the new elections we cannot sort ut the sheep from the goats, then we are othing but a gaggle of geese, a drove of onkeys, or a conglomeration of cuckoos ourelves!

s NALGO Unfair to Women?

NALGO is pledged and doubly pledged to the principle of equal pay for equal work, et I read in last month's Journal that the lational Executive Council refused to grant the ame bonus to women on the Association's staff s is paid to the men. Does NALGO preach quality of treatment abroad, but practise sex ifferentiation at home? Do salary scales for men nd women vary for the Association's own staff? —*Femina.*

MR. ALLEN.—True, the Association is pledged to equal pay for equal work—and means it. But the application of the National Whitley Council award to the Association's staff is in conformity with long-standing practice, on the principle that what we agree to be acceptable for ourselves, after prolonged negotiations with the employers, must be applied to our own staff.

MR. HILL.—Yes, to give NALGO's staff the benefit of all that the Association gets for local government officers is sound in principle. But many of NALGO's principles are ideals (bonus schemes, for example).

MR. HARROD.—Ideals it is ready to fight for, though "Femina" may not believe it. Don't forget, "Femina," that NALGO "fought" to the "last ditch" for this principle to be applied to the war bonus, but the N.E.C., having reached a national agreement, quite rightly felt that it ought not to go outside that national agreement in respect of its own staff.

MISS HOWIE.—No, Mr. Harrod, I applaud your militancy, but I cannot agree that NALGO should be tied to the minimum recommendation of the Whitley Council. To talk about honouring the Whitley Council award is high sounding, but bear this in mind, NALGO's own staff are *not* members of the local government service, and, in any case, no local authority is prevented from paying rates above the minimum recommended. (some, indeed, are doing so, giving women the same bonus as men). How can you expect a local authority to treat this demand seriously if you don't first of all set your own house in order?

I don't know whether or not salary scales vary for men and women on the Association staff——

MR. HILL.—They follow the decisions of the Whitley Council for the junior and shorthand typist scales, but the higher grades apply to both men and women alike.

MR. ALLEN.—And don't forget, we have striven for equality of payment for equal work, as well as equality in bonus awards, but we were faced with a blank refusal from the employers' panel.

Nevertheless, we *are* hopeful of softening their stony hearts in time, and then our own staff will benefit.

MR. HARROLD.—Is there such a thing as "equal work" for men and women? The two creatures are very different—praise be! A woman telephone operator can say "wrong-number—sorry-you've-been-troubled" while the male is making the preliminary clearing of the epiglottis; *ergo* because a woman's tongue trips more lightly than a man's, she is a quicker telephone operator. There is no equal work for a male operator. There are other cases where the boot is on the other leg—if one may mention legs in this connection.

MR. MILES.—That, in essence, is my view. How many women who have replaced men can claim that they are performing 100 per cent of the work and shouldering 100 per cent of the responsibility of their male predecessors?

MISS HOWIE.—You've raised an important point there, Miles. *Is* there equality of opportunity—and responsibility—for women? Why not, for instance, a percentage of women organisers in NALGO? The Association owes it to its membership, both men and women, to take a lead in fighting the old paralysing dogma, that it's crazy to employ a woman if you can get a man for the same money.

MR. NORTON.—I agree with Harrold, I don't believe women are mentally equal to men, save in exceptional cases. Moreover, most of them regard local government or any other work as just an interval before marriage, and therefore have no right to expect an employer to pay them as much as he pays the man who is going to stay with him and acquire value and experience to give continuity to the job. Finally, and most important of all, wages are best judged, not as sums of money, but as means of buying a standard of living, and on that basis the woman officer is already better off than her male colleague. We all know from experience that our women colleagues can afford on their salaries more luxuries than we can—because we have families to maintain and they haven't.

Not that I oppose equal pay for women. I regard it as the best possible means of assuring that men are employed in preference to women!

MISS HOWIE.—You say that only in exceptional cases are women mentally equal to men. Nonsense! Look at the examination lists from which are recruited new local government officers and study the percentages. In the present emergency, women have proved themselves as capable as, and, in many cases, more capable than, their male contemporaries.

Secondly, if work is regarded as an interval before marriage, has not this point of view been foisted upon us by generations of men and man-made laws? In local government service and most other worth-while work a woman who marries, in peacetime, is not allowed to continue her work.

MR. HARROLD.—I, personally, have never been able to get over the difficulties and amazement, one might say resentment, of the wife, mother-of-five and helpmeet of the NALGO family man, on learning that her spouse's pay packet is the same as that of the sprightly spinster working in the same office. I think this shows the problem up as a social one, and I should like the views of the married women's union thereon.

MR. MILES.—I don't know whether Harrold would go so far as to agree with me that the right principle should be payment according to needs? We haven't got it yet. Additional payment, in my view, should be made as a reward for industry, initiative, and efficiency, but the basis of pay should be needs. A cost-of-living bonus is granted to enable the recipient to meet an increased cost of living. In my own case, my salary must provide for a family of four. Therefore, I get myself only one-fourth of my bonus, whereas most of my feminine colleagues get the whole bonus. Yet I haven't heard them suggest that because I work equally hard I should get the same bonus as they do!

MR. NORTON.—Well, I'm glad I'm not a member of the N.E.C. and therefore bound to support equal pay because it is NALGO's policy. I don't think more than one or two members on the N.E.C. really believe in it themselves—they have to say they do because hundreds of sentimental males at Conference give full play to their inbred chivalry and throw common sense overboard whenever a problem affecting women is under consideration. You know the stuff: "Plucky little woman, of course she shall have equal pay if she wants it, bless her." (Applause! Cheers! Hear, hear!)

I know I'm asking for it by saying this, but I believe it, and I think others do, including most of the women themselves. The readiness of the men at Conference to support any motion by a woman, the applause, the absence of opposition—all indicate they don't regard the women as equals. One argues with and opposes an equal.

When it's a case of equal pay for equal work and equal family responsibilities, I'll support it. Until then it isn't common sense and it isn't common justice to the men.

Now, Miss Howie—swords or daggers?

MISS HOWIE.—Yes, Norton! Swords *and* daggers!

I certainly agree with what you say about male sentimentality, but that's at the core of whole question. So very few men take the trouble to study this problem intelligently; the majority decide that the easiest and most courteous way out is to agree and murmur *sotto voce:* "Let's support them, they'll never get it anyway!"

Has it ever occurred to you that marriage is for only a moderate proportion of women? When a country indulges in two major wars within 25 years, one inevitable result is surplus women. These women obviously become bread-winners in homes robbed of men. There are countless women supporting dependants. I think the solution to the whole problem is to be found, as Miles suggested, in a national scheme of family and dependants' allowances which would classify women supporting dependants; the no-family man; and the large-family man.

"Femina's" question, however, referred to the attitude of NALGO, and here the answer is simple—the N.E.C. is guilty of violation of a declared policy.

MISS STANSFIELD.—Yes, indeed—the two women representatives on the N.E.C. are sadly bewildered to find such strange inconsistency amongst our usually logically minded colleagues. But two swallows don't make a summer, and the crucial questions are, have we the whole-hearted backing of all the women in the branches, and what can we do about it?

LAST WORDS ON T.U.C. AFFILIATION

The ballot on N A L G O affiliation to the Trades Union Congress is taking place this month and the letters published below must, therefore, be regarded as the last word on this question for the time being.

"A Political Movement"

IF, as Mr. A. A. Garrard writes in the August journal, "the objects of the T.U.C., as set out in its constitution, include . . . 'public ownership and control of natural resources and services, including nationalisation of land, mines, and minerals, and nationalisation of railways,'" then the answer to the question whether the T.U.C. is a political movement is an emphatic affirmative.

But these objects appear to me to be honourable, just, and desirable, and any future election candidate who favours them would merit my support when voting as a citizen, so why not through my Association? I see no reason why N A L G O should not be definitely linked with the Labour Party.

We shall not get very far with a new order of society by thinking only, but much may be accomplished by doing, and the time is now, so let N A L G O members give an indication of their progressive outlook at the ballot.

19, Halstead Grove, W. POWELL
Manchester. (District Welfare Officer)

"Not a Political Movement"

FOLLOWING a discussion at the Trades Union Congress at Blackpool recently, two statements appeared in the press of September 8 which may help to remove any remaining doubts.

In supporting a motion that certain restrictions upon the activities of Communists should be removed, the spokesman of the Mineworkers' Federation said, "*We are not a political movement, but a trade union organisation,*" and in replying on behalf of the T.U.C. General Council, Mr. J. Marchbank, Secretary of the N.U.R. said, "*The Congress is not a political party.*"

Such statements are surely much more conclusive than what the T.U.C. appears like, *pace* Mr. Garrard, "in the eyes of the Government, of local authorities, and of the public"—eyes that too often do not seem to see very clearly, especially when looking at local government officers and their problems.

57, Groby Road, JACK HILL
Leicester.

"Watch Your Freedom"

ARE the supporters of affiliation certain that the individuality which is N A L G O's pride will not be shorn from it by "association" with the T.U.C., and that N A L G O's policy will not in time be dictated by the policy of the T.U.C.? One of the principal attractions of N A L G O is its non-political bias, and the existence within it of supporters of all political creeds.

No, fellow members, do not be panicked into a surrender of your right to fight untrammelled by guidance from a politically biased executive. Watch that your freedom is not subjugated to the fervour of a party whip.

London. O. W. N.

"Politics out of Place"

THE local government service exists for the public benefit and, apart from any question of affiliation, even to the Man in the Moon, local government has, as its *first duty*, to serve the public. Can it perform this duty better by becoming affiliated to the T.U.C.?

Politics are out of place in the local government service. Party politics are out of place in any civilised community, and should be relegated to the dark days before N A L G O.

Wardle, E. A. STEWART.
Nr. Rochdale.

The "Temporaries'" Vote

DESPITE the fact that the ballot is being held on the instructions of Conference, I question the advisability of holding it in the existing circumstances. Some 30,000 of us have been forced to give up, temporarily, active participation in the discussion of matters of policy which is our right as members. In our places there are perhaps as many, or probably more, temporary officers who have joined N A L G O, and are, therefore, entitled to take an active part in its decisions. On our return, most of these temporary members will leave the service to return to their peace-time activities. It does not seem right that so many, whose interest in N A L G O is transitory, should be given an opportunity to sway its policy in such a matter as this.

Walthamstow. E. H. EKINS.

READERS' FORUM

Pressure on space has compelled us to hold over many letters this month and drastically to condense those published. Letters for the November journal—in which it is hoped more space will be available—must reach the editor, 27 Abingdon Street, Westminster, London, S.W.1, by October 20.

Service to Whom?

Finally, since it puts a point of view not hitherto fully expressed in these columns, we publish an extract from a letter which appeared in the September number of the Manchester "Guild Journal."

TWO questions must inevitably arise. First, do we want N A L G O to become part of a political movement? And, if the answer is in the affirmative, do we wish to be linked with the policy of the Labour Party? If being part of a political movement will help to awaken the political consciousness of members, there can be no doubt that we need such an awakening, the whole country needs it. Our political apathy in the past is very largely to blame for the situation in which we now find ourselves. The answer to the second question involves the rapidly growing tendency to suggest that if it is not possible to find a suitable alternative to party politics we do at least need a new party or parties. It is only necessary to point to the recent case concerning the salary of the Director of Education at Coventry, mentioned in the August number of LOCAL GOVERNMENT SERVICE, in order to demonstrate just one of the evils of party politics in local government. That the Labour Party was concerned is not the point. All parties are tarred with the same brush in this respect.

Are we prepared to associate ourselves with such political manoeuvring? N A L G O is surely strong enough to look after the welfare of its members without the aid of the T.U.C. Indeed, it seems doubtful that affiliation would bring any outstanding benefit. If N A L G O is to become a political organisation let us at least ensure that any influence we may exert on matters outside our profession is calculated to serve the best interests of the community as a whole. This is only carrying our daily work to a logical conclusion. It seems hardly necessary to point out that by their contact with almost all aspects of the daily life of the community as a whole Local Government Officers are in a peculiarly favourable position to interpret the needs of the community. As a consequence we should be particularly careful that we do not associate ourselves with any political party which is concerned with the welfare of only a section of the community.

J. L. B.

WAR INJURY COMPENSATION

Women's Claim to Equality

THE question of equal compensation for war injury has become a matter of immediate urgency. Women are not only being conscripted as fireguards, but many women in target areas (particularly local government officers) are being asked to volunteer for other forms of civil defence work, notably the report and control service; some who fail to volunteer are "directed" to undertake this duty.

Women do not object to sharing equal risks with men, but they do object most strongly to unequal financial recompense if they suffer physical injury whilst doing so. The present rates of compensation discriminate gravely against all women, the highest rate of pension for which a woman is eligible in the event of permanent disablement being 27s. 6d. per week, whilst the corresponding rate for a single man is 37s. 6d. Thus, a woman injured whilst performing fireguard duty, or other essential civil defence service, receives a lower rate of compensation than a man injured whilst taking shelter. These rates are *personal* rates which take no account of the individual's responsibilities, commitments, or earning capacity. Dependants' allowances are separately provided for. Moreover, the Fire Prevention (Business Premises) (No. 2) Order has created a further anomaly by sex discrimination in rates of supplementary allowances in respect of loss of wages following injury whilst on fireguard duty. Here again, the maximum for a woman is only two-thirds the maximum for a man.

This discrimination is manifestly indefensible, particularly now that women are being compelled to expose themselves to serious additional risks. There is no special rate of taxation for women. They pay the same rate as men—to provide funds for compensation, amongst other things. There would not appear to be any warrant for such discrimination from the electorate of this country, for this situation must be as distasteful to men as it is unjust to women. That public opinion is strongly in favour of equal compensation was demonstrated by a recent survey made by the British Institute of Public Opinion which showed that 86 per cent supported equal rates. Such discrimination between citizens on grounds of race, creed, or sex is the antithesis of democracy. True, there is a precedent for this kind of thing; in Germany, Jews receive a lower rate of compensation than "Aryans." But we claim to be a democracy; by what authority, then, does our Government in this matter treat British women as Germany treats its Jews?

The Government so far has persisted in disregarding all representations on this point. However, on September 9, a deputation was received by the Deputy Prime Minister accompanied by the Minister of Pensions. No reply so far has been given, and it is up to women themselves to keep up the pressure on the Government until justice has been obtained. One effective way of doing so would be for all N A L G O branches to urge their local authority to pass a resolution in favour of equal compensation and to forward it immediately to the Minister of Pensions. Members are urged to raise this matter at once in their branch committees.

Willesden. CLAIRE MADDEN.
Chairman, Women's Sub-Committee, Metropolitan District Committee.

An average of over £5 per head

in a Factory Group!

Remarkable results of Savings "Battle"

Dear Sirs, In the two years since the savings group was formed in our factory we have saved over 13/- per head per week and we are now striving to reach and to maintain steadily an objective of £1 per head per week.

One of our greatest savings efforts was against the group belonging to our High Wycombe factory in which some 300 members put their savings, energy and wits into a grand fight for inter-factory supremacy.

At the start of the race it was mutually agreed that figures and progress should be kept secret, but inside two weeks both sides had a spy ring that would have done credit to the British Intelligence Service and so great did this menace become that locking up the records became only a minor precaution. I have to confess that I tried through all sorts of channels to obtain information on our rivals' progress, without result!

In the meantime traps were laid, releasing false figures to the "enemy." We prepared our own posters; arranged photographic displays; typed appeals on wage packets; cartoons were drawn showing our opponents in various stages of disadvantage (we hoped) and new members were swept into the attack, with the result that what was at first intended to be a mere savings incentive turned into a rip-roaring battle that gathered in momentum until the final week, when our members smashed all records for either factory by contributing an average of over £5 per head.

So tense had the atmosphere become in this battle of £ s. d. that on the day of exchange of figures the services of a "neutral" were used to open the envelopes containing the all-important information!

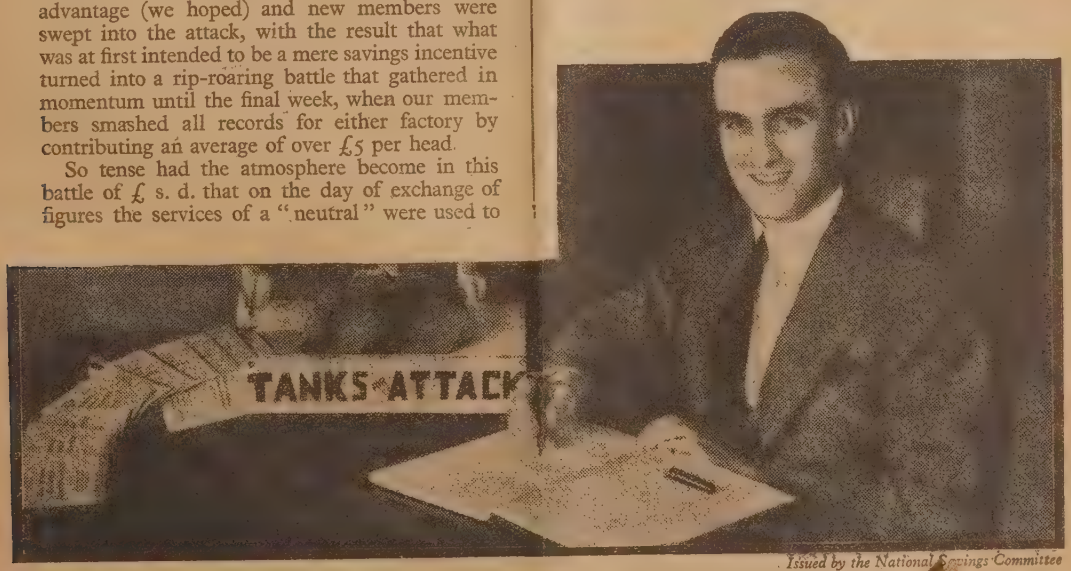
We won the race, but what matters most is that the two Groups saved *three times* as much money in those 13 weeks as they had done in the previous *six months*, but better still, this new high level of savings is being maintained, both concerns having been lifted out of the "shilling-a-week" rut into the broad field of "certificates-outright please."

Our success can largely be attributed to personal approach plus the grand co-operation of the employees and staff.

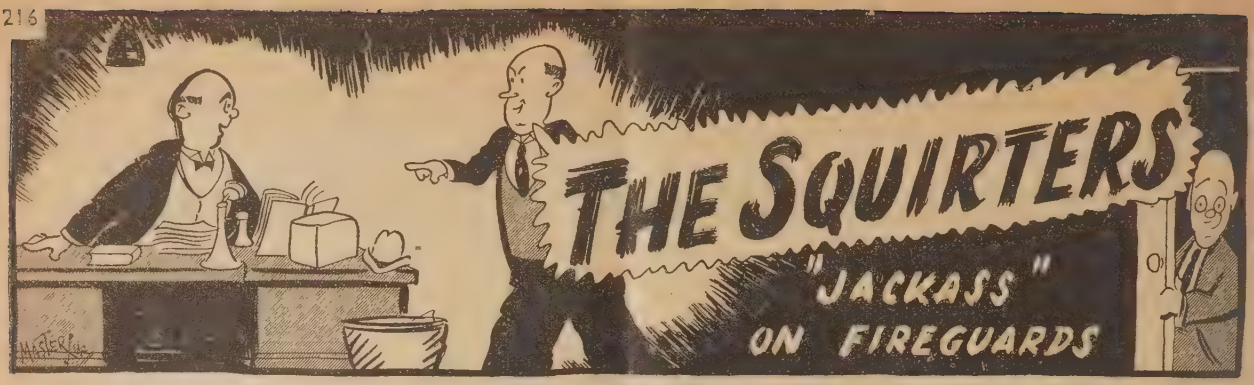
Yours faithfully,

J. Saunders

Hon. Sec., Savings Group 8G/1/165, Messrs. Dancer & Hearne Bros. Ltd., Penn Street, near Amersham, Bucks.



Issued by the National Savings Committee



IT is the penalty of those who, like myself, are occasionally facetious that when they seek to deal seriously—almost reverently—with a subject of importance, to paint a masterpiece in words and point a moral, too many readers insist on reading into the result a humour, a remarkably subtle cynicism, which is not intentionally there. To them, it must be funny because the funny man has written it. If he copied out a chapter of Thucydides' "Examination of the Development of the Choreography of Ancient Hellas, as applied to the Devotional Movements of Eusculapides" they would burst into a guffaw at every second sentence and giggle helplessly at the essential but highly improper diagrams. A reputation as a wit can be a dreadful burden.

Let me therefore make it pikestaff-plain that I hope no reader will approach this simple story in such a spirit. It is a tale as plain as Jane, as near the truth as makes no difference, and its moral is clear. It is the epic record of the Much Cowslip Fireguard Service—its birth and training, and its untimely end.

It began with the unexpected arrival of the Deputy Assistant Regional Sub-Director of Fireguard Services (Rural Areas—Organisation and Training). For all that, he was a nice fellow—so spruce as to make one feel shabby instantly, so well-spoken that one had an irresistible impulse to relapse into broad dialect, so full of understanding of our local problems and of admiration for the way we had surmounted (or shelved) them, that he savoured faintly of the practised "con. man" about to make a kill.

His object, he told me, was to inspect our fireguard arrangements and "make suggestions—purely tentatively, old man." He wanted to help us to "tighten up a bit—not that anything's slack, of course." It was all a lot of rot, but still—he had to live. I told him I didn't see why, and ushered him in to the Clerk, considerately leaving the door ajar so that we in the outer office could form an unofficial but attentive audience.

Spats, as we had christened him, greeted the Clerk effusively and received in return a grunt, a request for his authority and identity card, and an intimation that the Clerk was a busy man who would be obliged if he would state his business rapidly and explicitly. Considerably deflated, he did so.

The Clerk replied that we had no organised fireguard service; in three years of war our only fire damage had been Gollop's pigsty. The people of Much Cowslip had enough initiative and native cunning to extinguish a few hypothetical firebombs without involved training and regimentation beforehand. We applauded silently, but Spats was appalled. Buttercup Magna and parts adjacent were definitely a scheduled area. There should have been registration, allocation of duties, elementary training, and a rota. Local authorities who failed in their duties were subject to penalties . . . the Ministry was always reluctant to apply pressure, but . . .

The Clerk was not amused. Whatever areas the Minister in his debatable wisdom might have prescribed, Much Cowslip could never consent to be reckoned among the "parts adjacent" to Buttercup Magna or anywhere else. Nor (very fiercely) were we afraid of vague threats against our local autonomy.

Spats tried a new approach. There should be a Chief Fireguard Officer—perhaps the Clerk himself?—who would naturally be provided with the appropriate uniform. Silver buttons? Certainly—and red piping down the trousers. Epaulettes? He was not quite certain, but if desired that could easily be arranged. Oh no, not a glengarry, but a real peaked hat, with silver braid and a badge. Salary? Alas! he was afraid not—for the present at any rate the appointments were purely honorary. It might be that when the flow of volunteers had been exhausted they would need to employ others and pay them. The Clerk, who had for a moment seemed to waver, said he would wait awhile and be one of the others. By this time he had realised that no official who felt he could use his theoretical powers of compulsion would have temporised so long.

Finally, a compromise was reached. Our visitor's actual instructions were to inspect our fireguards, not to inquire whether we had any. Provided an adequate display of fire-fighting efficiency could be given, he could report thereon without mentioning its impromptu nature. It was not his responsibility if his superiors assumed that every regulation made was automatically effective.

Blatherpatch was accordingly dispatched post-haste to retrieve our stirrup pump (brilliantly green from spraying Bordeaux mixture on Gollop's potatoes), borrow a ladder, and collect a few unperforated buckets. He returned in triumph, bearing his blushing buckets thick upon him. The staff, trying to look alert and dauntless, paraded on the waste ground behind the office.

Spats, now thoroughly at home, produced from his car a small incendiary, handling it with the extreme care befitting so deadly a weapon. After twenty minutes' intensive effort he failed to get it to light, put it back in his car, and produced two more.

One of these immediately ignited, and lay spluttering on the ground in the centre of the arena. Blatherpatch, playing the part of the patrolling firewatcher, sauntered slowly towards it, studiously avoiding looking at it until two feet away. There he appeared to see it for the first time, jumped several inches into the air (an over-acted start of astonishment), bent down, sniffed the smoke (as he afterwards explained, to make sure it wasn't a gas bomb) and appeared to be convinced against his better judgment. I half expected him to say, "By Jove, you fellows, look what I've found." Instead, he turned and trotted heavily back towards us shouting "Fieyer—Fieyer!" in a cracked soprano indicative of intense excitement.

Immediately the squad went into action, two falling over buckets in the best slapstick manner. As self-appointed section leader, I galloped forward with the business end of the stirrup pump, then suddenly remembered the "cautionary period of two minutes." I retreated briskly, and asked Spats whether it was an explosive one. Reassured, I returned to the attack, to find that the bomb had burned itself out, though the remnants and surrounding soil were still hot enough to create a satisfying cloud of steam when doused. Feeling mildly heroic, I rejoined my squad.

Spats wanted to see us use the ladder. Most incendiary fires, he explained, originated on roofs, and he would have liked to see how promptly we could dispose of one on the Council Office slates. We were in an obliging mood, and agreed that if he would put it there, we would put it out. Gingerly, he climbed the ladder, lodged his second firebomb on a gutter, and ignited it. With a cry of "Leave it to me," Blatherpatch rushed madly up the ladder, forgetting that before he could go up Spats must finish coming down. They met midway, and both came down, with Blatherpatch underneath. He was in no mood for further efforts, so Postlebury sped up thirty-one rungs of the ladder. As there were only thirty, his last step was on thin air, and with a rending crash he disappeared through the slates, unintentionally taking the burning incendiary with him.

Fortunately, neither he nor Blatherpatch had remembered to take the stirrup pump, but the position was none the less serious. Somewhere under the roof, which was already well alight in one corner, were Postlebury and the incendiary bomb. The difficulty was that we could not agree which room they would have fallen into. I was convinced we would find them in the collector's office (right at the top of the building, because ratepayers had to go there). Others insisted on the canteen (a six-by-four cupboard under the stairs), and even the sanitary inspector's office (well to leeward). Quickly we made search inside, but without success, and realised that both Postlebury and his bomb must still be in the false roof.

Failing to find a trapdoor, we shouted to him to tell us where he was. A muffled voice, which might have come from anywhere, said he was "here" and it was damned hot. Greatly relieved, we asked if he was all right, and the voice (after making sure Miss Legge wasn't there) said its trousers were on fire, and it was sitting astride a rafter.

The Clerk saw the solution at once. Deputing several of us to hold the carpet as firemen hold a jumping net, he called to Postlebury to jump through the ceiling, and we would catch him safely. A terrific crash and howl from the next office announced he had obeyed, but not where we expected. He was more indignant than hurt, and, after his trousers had been extinguished, was led away for a stimulant.

The bomb was still presumably spluttering cheerfully in the false roof, and it occurred to me that Spats was the expert best fitted to tell us how to get it out. Unfortunately, no one could find him, until a second avalanche from the ceiling brought him right among us. Apparently he had been busily extinguishing the fire on the roof and, stepping back to admire

AT RANDOM, by "Hyperion"

Bravo, Mr. Morrison!

Town Clerk (perusing one of the new "simplified" Ministry of Home Security circulars):
"A four-year-old child could understand that circular. Run out and find me a four-year-old child. I can't make head or tail of it."

* * *

Rational English

When a lodger remarked, "If you please,
Instead of fish-paste for my spare A's,
I'd prefer, Mrs. Lamb,
A small portion of Monthly A,"
His landlady said: "Try some spare B."
—"Punch."

* * *

These 'Ere 'Erringfolk!"

It has yet to be proved that non-Nordic races cannot breed with chimpanzees.
—*Professor Herman Gauch.*

* * *

Is This a Threat?

"EVERYBODY WILL GET TOMATOES.
6 to 7 lb. per head aimed at."
—*Newspaper headline.*

* * *

Relativity

I test my bath before I sit,
And I'm always moved to wonderment,
That what chills the finger not a bit,
Is so frigid upon the fundament.
—Ogden Nash.

* * *

More Howlers

What are rabies and what would you do for them?—*Rabies are Jewish priests. I would do nothing for them.*

A *spa* is where people drink bath water.

The punishment of bigamy is seven years and two mothers-in-law.

A *casserole* is a garment worn chiefly by curates.

Coup de Grâce—a lawn-mower.

Catarrh is a musical instrument, especially in Spain.

Sediment is what you feel for somebody you love.

Tantrums is a bicycle for a man and his wife.

Instinct is when a man marries a woman, and *habit* is when he hangs his hat on the same peg every night when he comes home.

THE SQUIRTERS

(Continued from preceding page)

his handiwork, followed Postlebury through the slates. In his case he missed the rafters and arrived first stop on the Clerk's waistcoat. Quite inadvertently, though he pretended otherwise, he brought the incendiary with him —to be promptly squirted into submission.

When the Clerk recovered enough breath to ask Spats whether he wanted any more of "this tomfoolery," the reply was a convincing negative. Determined to maintain at least our reputation for courtesy, I escorted him to his car—only to find it a smoking ruin. Apparently the "dud" incendiary he replaced there after his failure to ignite it was not so "dud" after all.

Politely I directed him on his four-mile tramp to Cowslip Halt, forbearing to mention that the last train for the day had already gone. I watched him until he was a speck in the distance. It had just begun to rain.

Somehow, I knew we wouldn't see him again. But weeks later we received a letter from Regional Headquarters to inform us that their inspector had reported that our fireguard arrangements and efficiency were "up to the standard generally prevailing in similar areas."

I dare say he was right.

Salvage Slogan

Was it a N A L G O member who invented this bright slogan, seen in Scotland?

We Want All Your Bones Except Your Backbone. Put that Into the War Effort.

* * *

Billy Brown Revised

One of the most popular pastimes of Londoners nowadays is to scribble replies, rude or otherwise, beneath the admonitory or exhortatory rhymes in which Billy Brown of London Town tells passengers by Tube or bus how they should behave. Some of the best examples I have seen include:

Billy Brown (to the man who is tearing off the anti-blast fabric on a Tube train window):
I trust you'll pardon my correction:
That stuff is there for your protection.
Reply:
Thank you for the information—
But I can't see the bloomin' station.

Billy Brown (in a crowded Tube):
So let's all move along, says Billy;
To crowd the entrance up is silly.
Reply:
That's wise advice, without a doubt—
But how the h—— do I get out?

Billy Brown (at a bus stop):
Face the driver, raise your hand;
You'll find that he will understand.
Reply:
He'll understand all right, the cuss—
But will he stop the blinkin' bus?

AUTUMN "LEAVES"—Spend them among the Golden Glories of Surrey Commons. Illustrated. Tariff. —**MORRIS LODGE HOTEL** (a country house in 5 acres of pineland-garden) **Nr. Farnham, Surrey.** (Phone: Frensham 493 and 362.)

BOURNEMOUTH: Chilterns, Westby Road, Boscombe (Phone: Boscombe 539). Comfortable, homely, sociable. H. & C. bedrooms. Ideally situated. Terms 2½ to 3 gns. (**Mrs. E. M. Jackson.**)

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(Son a "Nalgoite," Torquay Branch).

MISCELLANEOUS

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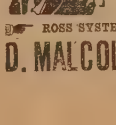

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● **One of to-day's problems** is that of making the best use of long war-time evenings. To those who are studiously inclined we suggest that spare time might well be occupied in reading for a Degree; not merely for the resultant material advantages, but also for the widening of outlook and development of mental abilities. Moreover, under experienced and sympathetic guidance study becomes a pleasurable occupation.

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Wolsey Hall, Oxford

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NALGO ROLL OF HONOUR

KILLED

Military

Amos, Sgt.-Obs. V., R.A.F., 21, housing dept., Manchester (Middle East).
Arnott, Sgt. K., R.A.F., traffic manager's dept., Albert Edward Dock, Tyne Improvement Commission.
Batt, Lt.-Cmdr. C. F. I., R.N., 40, Cheshire Joint Board.
Battrick, Pilot-Off. D. H., R.A.F., rating and valuation dept., Weymouth.
Bowman, Flt.-Lt. H. C. F., D.F.C., R.A.F., highways dept., Ilford (shot down in combat) (the award of the D.F.C. to Flt.-Lt. Bowman was announced in the August journal).
Bonner, Sgt. J., R.A.F., transport dept., Leicester (South Africa).
Breach, Lt. L., R.N.V.R., county treasurer's dept., Gloucestershire (Dieppe).
Burbridge, Pilot-Off. G. F., R.A.F., 27, Barking.
Fairclough, Sgt.-Obs. N. D., R.A.F., 25, electricity dept., Leigh (Middle East).
Hamson, L/Cpl. A. C., Tank Corps, treasurer's dept., Liverpool (Middle East).
Hicks, P.O. A. J., R.A.F., Epsom.
***Hills, Lt. K. I.,** R.N.V.R., engineer's dept., Newcastle-upon-Tyne (St. Nazaire).
Langridge, Sgt.-Pilot A. V., R.A.F., surveyor's dept., Sevenoaks R.D.C.
Machin, Major W. W., R.E., surveyor's dept., Denbighshire (Madagascar).
McColl, Sgt. W/O. A/G., A., R.A.F., 22, education supplies dept., Renfrewshire (Malta).
McDonnell, Sgt.-Pilot H. J., R.A.F., Walthamstow.
McKean, Sgt.-Pilot-Obs., R.A.F., 21, housing dept., Glasgow.
Pickersgill, Sgt. W/O. A/G., D.M., R.A.F., buildings dept., Leeds.
Pickworth, Sgt. W/O. G. W., R.A.F., central purchasing dept., Surrey.
Pinning, 2nd Lt. A. B., Green Howards, finance dept., Whitby (Middle East).
Richardson, Ldg. Writer W. B., Fleet Air Arm, 23, treasurer's dept., Darlington.
***Richmond, Sgt.-Pilot H.,** R.A.F., treasurer's dept., Keighley (presumed killed).
Rogers, 2nd Lt. V. W., assistant solicitor, York.
Scott, Sgt. L. W., R.A.F., engineer's dept., Coble Dene, Tyne Improvement Commission.
Shaw, Sgt.-Obs. R. A., R.A.F., engineer's dept., West Hartlepool.
Tapper, E. J. P., social welfare dept., L.C.C.
Turnbull, Sgt.-Pilot W. S., R.A.F., surveyor's dept., Bishop Auckland.
Vickers, C., R.N.V.R., treasurer's dept., Leeds (presumed lost at sea).
Waites, A/C D., R.A.F., Carlisle (Ceylon).
***Wardman, P.O., J. E.,** R.A.F., treasurer's dept., Stockton-on-Tees.

MISSING

Boulden, R., buildings dept., Kent (Libya).
Calvert, O. Cdr. H., finance dept., Coventry.
Colenso, Cpl. R., R.A.M.C., assistant sanitary inspector, Wirral, U.D.
Davis, P.O., N. C., R.A.F., clerk's dept., Chester.
Dickinson, L/Bdr. L., R.A., St. George's Hospital, Morpeth (Middle East).
Douglas, Sgt. G. C., R.A., treasurer's dept., Newcastle-upon-Tyne (Middle East).
Gray, Marine H., R. M., housing dept., Manchester.
Hampshire, Pilot-Off. E. O., R.A.F., 20, finance dept., Haslemere U.D.
Hunt, Sgt.-Obs. G. A., R.A.F., West Cheshire Water Board, Manchester.
Mahoney, L/Cpl. J. A., Intelligence Corps, social welfare dept., L.C.C.
Millne, Musician W. A., R.M., clerk's dept., Altrincham (presumed killed).
Powell, L/Cpl. P. T., architect's dept., Coventry.
Reeves, Gnr. W. A., engineer's dept., Newcastle-upon-Tyne (Middle East).
Smith, L/Bdr. E. S., R.A., treasurer's dept., Southend-on-Sea (Middle East).
Sneddon, Pte. A. M. B., Royal Scots (volunteered for Commandos), public assistance dept., West Lothian (Dieppe).
Thomas, Gnr. D. H., R.A., town clerk's dept., Southend-on-Sea (Middle East).
Whalley, Sgt.-Obs. J., R.A.F., juvenile employment exchange, Preston (in flight over Germany).
Williams, Flt.-Sgt.-Pilot R., R.A.F., 21, health dept., Hindley.

PRISONERS OF WAR

Alger, A. W., cleansing dept., Islington (Germany).
Bole, R. F., L.C.C. (Middle East).
Brown, Bdr. L. A., R.A., architect's dept., Newcastle-upon-Tyne.
***Childs, Sgt. D. E.,** 21, Essex Rivers Catchment Board, (Italy).
Dale, E. W., finance dept., Islington (Italy).
Davies, L., town clerk's dept., Islington (France).
Halliwell, J. B., works dept., Islington (Italy).
Jackson, Sgt. J. A., R.A., architect's dept., Newcastle-upon-Tyne
Kent, Pte. C., Green Howards, electricity dept., Scarborough (Libya).
***Mitchell, Driver J. E.,** R.E., treasurer's dept., Surbiton (Singapore).
Nash, Cpl. M. T., 28, accountancy assistant, Essex Rivers Catchment Board.
Paver, Sgt. H., R.A., finance dept., Willesden (Tobruk).
Pether, H. E., P.S.A., Willesden. Survivor of H.M.S., Manchester. Interned in Algeria.
Portchmouth, L/Cpl. A., K.R.R., finance dept., Willesden (Libya).
***Reeves, Gnr. W. A.,** engineer's dept., Newcastle-upon-Tyne.
***Ringham, Sgt. W/O. F.,** R.A.F., health dept., Kent.
Ruse, I., works dept., Islington (Germany).
Smith, L/Cpl. R. A., gas dept., Glasgow (Italy).
***Thompson, Cpl. G. O.,** R.E., engineer's dept., Newcastle-upon-Tyne (Middle East).
Turner, L/Bdr. A. B., R.A., St. George's Hospital, Morpeth (Italy).
Woolley, Pte. R. W., R.A.O.C., treasurer's dept., Hastings (Middle East).
**Previously reported missing.*

Civilian

KILLED

Bird, A. T., education dept., Bristol (in air raid). (Mr. Bird was due to retire next year after 45 years' service with the corporation.)

AWARDS TO MEMBERS

MENTIONED IN DISPATCHES

Selvey, Sgt. J. E., R.A.F., cleansing and transport dept., Derby, "for distinguished service."

M.B.E.

Young, T. N., water engineer, Epsom, for giving valuable assistance to the Bomb Disposal Squad in rendering harmless an explosive bomb by a method he had invented.

HOSPITALITY FOR WARRIORS

The following districts, branches, and individual members offer hospitality to members of NALGO in the Forces and stationed in their areas :

DISTRICT COMMITTEES

Metropolitan.—PERCIVAL W. BOND, Council Offices, Purley, Surrey (who will be glad to hear from other members of the district committee willing to co-operate and from branches in the Metropolitan area).

BRANCHES

Acton.—Miss J. PERGANDE, Town Hall, W.3 (ACOrn 3232).
Alloa.—W. HUNTER, County Buildings.
Ashton-under-Lyne.—W. B. BRADLEY, electricity works (use of Waterworks Social Club offered).
Aylesbury.—Bucks county NALGO Sports and Social Club.—G. A. MELLOR, County Hall.
Barking.—R. D. BROWN, Town Hall (Rippleway 3880)
Barnsley.—T. S. FARNSWORTH, Treasurer's Dept., Town Hall (Barnsley 3232).
Blackburn.—NALGO Sports and Social Club.—J. COX, 42, Victoria Street.
Bognor Regis.—A. C. TWORT, Town Hall (Bognor Regis 1660).
Burnley.—Greenhill Club, 163a, Manchester Road, (billiards, bowls, cards, darts).—J. M. HOLT, Education Offices, Manchester Road.
Cambridgeshire.—LEO MASON, Shire Hall.
Canterbury.—J. E. NEWPORT, Municipal Buildings, Dane John (Canterbury 2826).
Chelmsford.—L. E. INNES, Essex Rivers Catchment Board, Essex Rivers House, Springfield Road.
Cheshire County.—H. JONES, 47, Walter St., Chester.
Cleckheaton (Spenborough branch).—F. NORMINGTON, electricity works (Cleckheaton 16).
Colchester.—A. E. GODBOLD, Town Hall.
Croydon.—A. E. ALLEN, Public Assistance Dept., Mayday Road, Thornton Heath (CROydon 4433, Mayday Switchboard, Ext. 122).
Denny.—BURGH CHAMBERLAIN, Town House.
Dudley, Worcs.—S. N. COLYER, Sedgley Emergency Hospital, Burton Road (Dudley 2243).
Erith.—D. H. E. HOCKLEY, Council Offices.
Gillingham.—H. KING, Municipal Buildings.
Glasgow.—Members are invited to avail themselves of the catering and other facilities of the Allies Canteen, 166, Argyle Street (corner of Union Street), as guests of the branch and are asked to sign the autograph book.
Grangemouth.—District P.A. Offices, Lumley Street.
Grimsby.—J. W. L. BUXTON, Treasurer's Dept., Mun. Bldgs., Town Hall Square (Grimsby 55141.)
Hinckley, Leicestershire.—J. G. S. TOMKINS, 16, Station Road.
Hornchurch.—D. H. ELLIS, Council Offices, Billet Lane (Hornchurch 3434).
Hounslow.—Heston & Isleworth staff sports club, 129, Hanworth Road, Hounslow (bar, billiards, table tennis, etc.), offers temporary membership. Apply : Hon. Sec., B. F. EMMERSON, Council House, Hounslow.
Hucknall.—E. H. ADAMS, Health Dept., Watnall Rd.
Hull.—E. F. FOSTER, Treasurer's Dept., Guildhall (Hull 36880).
Ipswich.—Miss E. M. EDE, Social Welfare Dept., 19, Tower Street (Ipswich 2208).
Isle of Wight.—S. H. MATTHEWS, County Hall, Newport, I.O.W.
Kilsyth.—S. WRIGHT, Municipal Buildings.
Kirkby-in-Ashfield.—L. H. JAMES, Gas Dept., Urban Rd.
Kirkcudbright.—W. KIRKLAND, County Offices, Kirkcudbright, or A. N. BOTT, electricity dept., King Street, Castle Douglas.
Leicester.—S. DAWSON, Transport Dept., Abbey Park Road.
Lincoln.—Lindsey County officers hold a monthly social. Particulars from secretary, NALGO, County Offices,
Liverpool.—W. HART, 22, Duchy Chambers, Sir Thomas Street (Bank 487).
Maidstone.—Miss B. W. SOLOMON, Room 226, County Hall.
March, Cambs.—C. F. BOTTERELL, County Hall.
Morley (Leeds).—N. WRIGHT, Education Offices, Queen Street.
Newcastle-upon-Tyne.—V. GRAINGER, Town Hall.
Newton-le-Willows, Lancs.—E. W. BUSHELL, Latham House, Cross Lane.
Orpington.—R. H. JORDAN, Council Offices, 46, Bark Hart Road, or (home) 255, Court Road.
Paddington.—Bowling and Sports Club, Castellain Road, Maida Vale (bowling, tennis, table-tennis, billiards, darts, cards).—T. F. DUNNING, Town Hall (PAD 7672).
Penarth, Glam.—J. THOMAS, 19, Albert Road.
Reading.—J. H. SOWDEN HALL, Weights and Measures Dept., Field Road (Reading 4190).
Rochdale.—Municipal Officers' Club, Toad Lane (billiards, table-tennis, darts, cards, and bar).—J. H. LEVER, Town Hall, Rochdale (Rochdale 3181).
Scunthorpe.—W. H. KENDALL, Civil Defence Headquarters, Comforts Avenue.
Southall.—R. N. ROOK, Town Hall (Southall 1374).
South Shields.—F. OLLIER, Borough Treasurer's Dept., Town Hall (South Shields 1380).
Stirling.—J. M. BATEMAN and R. WILSON, P.A. Dept., County Offices, Viewforth ; W. WARDLAW, Municipal Buildings.
Stoke-on-Trent.—T. W. POOLE, Town Clerk's Office, Town Hall, (Stoke-on-Trent 48241).
Sutton.—Sutton Table Tennis Club, Red Cross Hall, Wellesley Road, welcomes Forces members (men or women) on Thursday evenings, 7-10 ; details from Miss L. RYMILL, 30, Aultone Way (Vigilant 6060 Ex. 24).
Walthamstow.—C. E. HARVEY, Treasurer's Dept., Town Hall, E.17.
Ware, Herts.—E. B. CULLEN, secretary, Herts A.R.P. Recorded Music Society, welcomes music-lovers to his home, 17, Jeffries Road, Ware, by appointment, and to meetings of the society, usually 3 p.m., first Sunday each month at the Priory, Ware.
Weymouth.—R. W. MILLER, Municipal Offices.
Wimbledon.—J. W. BABBS, Borough Engineer's Dept., Town Hall, S.W.19.
Winchester.—Miss J. Y. WALSH, Treasurer's Dept., Guildhall.
Wrexham.—H. BROOKFIELD, Borough Surveyor's Dept., 1, Grosvenor Road.
Yeovil.—Miss J. L. KEBBELL, B.A., Municipal Buildings,

PERSONAL

Birmingham.—G. F. WILLCOX, 143, Southam Road, Hall Green, Birmingham, 28 (Springfield 2254) ; Miss D. UDALE, 55, Pakefield Road, King's Norton, Birmingham 30 (King's Norton 2436).
Bromsgrove.—E. W. GOODMAN, The Pines, Stourbridge Road (secretary of Bromsgrove Branch).
Cheadle Hulme, Cheshire.—J. DARRICOTTE, Grove House, Grove Lane (Bramhall 306) offers "meals, bath, bed, snooker, table-tennis," etc., to members, who should write or phone first.
Esher.—F. W. KIRK, "Holmdale," Hampton Court Way, Thames Ditton (office Esher 2241 ; home Emberbrook 2551). Formerly member of Wembley and Middlesbrough branches.
Harrogate.—L. DELLOW, 4, Woodside (office, Harrogate 503 ; home, 2808).
Scarborough.—H. WILSON, 32, Newlands Avenue.
South Shields.—J. Y. FAWCETT, "Earldene," 11, Windermere Crescent, Harton (South Shields 1000).
Stourbridge.—J. H. CLARK, Southgate, Norton Road, Stourbridge (Stourbridge 57175).
Windlesham, Surrey.—G. LOWE, "Kersal," Woodlands Lane.

And For Women, Too

The following branches offer hospitality and assistance to women members and relatives of members transferred to factories in the area :

Bilston.—Miss M. JOHNSON, Kingswood House, Wellington Road.
Blackburn.—NALGO Sports and Social Club, J. COX, 42, Victoria Street.
Bolton.—Miss E. HOGG, Town Clerk's Office.
Cambridgeshire.—Miss W. E. ALDER BARRETT, County Library, Shire Hall, Cambridge.
Cheltenham.—Miss B. A. RICHARDS, Health Dept., Municipal Offices (Cheltenham 200).
Croydon.—A. E. ALLEN, Public Assistance Dept., Mayday Road, Thornton Heath (CROydon 4433 Mayday Switchboard, Ext. 122).
Derby.—Miss D. A. JONES, "Elmhurst," Lonsdale Place, Uttoxeter New Road.
Feltham, Middx.—Miss B. E. CARTER, Council Offices, Bridge House (Feltham 2281).
Grantham.—Miss M. LYNN, Housing Supervisor, 36, Avenue Road.
Lincoln.—Miss F. P. HARROLD, Infant Welfare Centre, Newland, Lincoln.
Maidstone.—Miss B. W. SOLOMON, County Hall.
Newton-le-Willows, Lancs.—Miss F. B. JONES, Public Library, Crow Lane East.
North Cheshire.—Miss ATHERTON, Town Clerk's Dept., Sale.
Southall.—R. N. ROOK, Town Hall (Southall 1374).
South-West Gloucestershire.—Mrs. M. B. HARRIS, Council Offices, Kingswood, near Bristol.
Stoke-on-Trent.—T. W. POOLE, Town Clerk's Office, Town Hall (Stoke-on-Trent 48241).
Swindon.—Miss M. HURTNOLE, Treasurer's (Rates) Dept., Civic Offices.
Winchester.—Miss J. Y. WALSH, Treasurer's Dept., Guildhall.
Wrexham.—Miss M. E. THORPE, 94, Rhosnessney Lane (Wrexham 2925).

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SCOTTISH NOTES

J.I.C. Approves Bonus for Nurses and Overtime Pay

Joint Industrial Council

AT a meeting at Perth on September 4 the Joint Industrial Council agreed that the last cost-of-living bonus award should apply to nursing staffs, including health visitors, as from January 1, 1942. Unfortunately, owing to the difficulties which might arise if the award were applied to probationers, they were excluded from this decision.

Extension of Office Hours

It was reported that certain authorities had asked the advice of the Joint Industrial Council on the extension of office hours, in the light of the Ministry of Labour recommendation that a 46-hour week should be worked. The opinion was expressed that the question was one for each local authority to determine, having regard to local conditions and bearing in mind the extent to which manpower could be liberated for war service as a result of any extension of hours. The staff side submitted proposals for compensatory payment for the additional hours worked, and the council agreed to recommend that, where a local authority extended hours on a systematic basis with the object of increasing the volume of work or of saving man-power, it should pay " plain time " rates for the additional hours worked up to 46 a week to officers earning up to £500 p.a. The question of payment for hours worked in excess of 46 was remitted to the executive committee.

Salary Scales—Registrars and Assistant Registrars

The Joint Industrial Council remitted this matter—which has been the subject of long negotiations—to the executive committee, and a deputation from the registrars and assistant registrars will be invited to meet that committee. Other questions remitted to the executive committee include: revision of cost-of-living bonus; basic salary scales for larger local authorities; basic scales for women; salaries of women sanitary inspectors; and the application of the cost-of-living bonus award to resident staffs.

Scottish District Committee

Discussion took place at a meeting of the district committee on September 12, on the compensation position of officers who " volunteered " for civil defence duties because of the nature of their work. The position is to be referred to the National Executive Council after legal advice has been obtained.

A report on the reconstruction of local government in Scotland, prepared by a special sub-committee, was submitted. It favours regionalisation and envisages the creation of *ad hoc* authorities for the main services within each of five regions in Scotland, together with the establishment of a National Council for Scotland. The report is to be discussed at a special meeting of the district committee, and meantime representatives have been asked to submit criticisms in writing to the secretary.

The special committee appointed to consider problems affecting women members presented a report in which it was suggested that a conference of representatives from women's committees in the various districts should be held. A further recommendation that women's committees should be established wherever possible by all branches was adopted. The committee also examined proposals for an extension of the maximum of the Joint Industrial Council basic minimum scales for women.

The executive committee examined a tabulated statement on conditions of service under various local authorities in Scotland. It was agreed that the statement should be kept up-to-date and that, meantime, action be taken, at the request of branches, where conditions were not satisfactory.

Glasgow University is continuing its course for the Diploma in Public Administration, and invites members to take this course at the specially reduced fee.

Nurses' Salaries

The Government committee set up to consider salary scales for nursing staffs is making progress. Scales for probationers, staff nurses, and ward sisters have been tentatively agreed, and a special committee, on which N A L G O is represented, has been set up to consider scales for health visitors.

Service Conditions

Edinburgh town council has extended the maximum of the scale for grade " A " typists and class " A " clerical staffs by £10, and is to consider a further increase in the maximum. The Association has succeeded in persuading the council to increase by £25 the maximum salary of a member of the staff of the architect's department.

Perth town council has applied the J.I.C. scales in respect of certain members of the staff whose salaries have been below them.

Midlothian C.C. has approved an increased scale, rising to £250 p.a., for meat detention officers.

Deputations to **East Lothian** C.C. have resulted in the removal of a number of anomalies in the application of the salary scales.

West Lothian C.C. has adopted the J.I.C. scale for health visitors.

The Association has been successful in getting the **Montrose** town council to redesignate a member of the staff as an officer.

Greenock town council has granted an additional increase to all members of the permanent staff and thus many anomalies arising from the appointment of temporary staffs have been removed. The council also extended the application of the J.I.C. cost-of-living bonus award to officers whose salaries do not exceed £800 p.a.

Dunfermline town council has adopted the J.I.C. scales for juniors.

Complaints of the smallness of the space devoted to questions of interest to Scottish members in LOCAL GOVERNMENT SERVICE were mentioned at the last meeting of the district committee. Members are invited to submit, through the divisional secretary, articles or comments on matters of interest to all officers.

YOUR QUESTIONS ANSWERED

Weekend Munitions Work

I have a little free time available at weekends and want to use it in part-time work in a munitions factory. Would this bring me within the scope of the Essential Work Order, thus making it impossible for me to leave the job, even if I had a good reason for doing so?

No. This point, raised by a number of members, has been put to the Ministry of Labour, which points out that such part-time work is excluded from the operation of the Essential Work Order. The exclusion is contained in Article 2 (4) of the Essential Work (General Provisions) (No. 2) Order, 1942, which states:

" There shall not be included among the specified persons employed in a scheduled undertaking any persons of the following class or description unless those persons are particularly included as regards that undertaking, that is to say:

Persons whose employment in the opinion of the Minister ordinarily involves not more than thirty hours' service weekly where the employment began on or after September 3, 1939, and the services rendered are such as, in the opinion of the Minister, are not ordinarily performed, or would not but for circumstances arising out of the war ordinarily be performed, by persons rendering not more than thirty hours' service weekly."

Superannuation

I am about to be superannuated under the 1937 Act and propose to surrender, under section 9, a portion of my superannuation allowance to provide a pension for my wife should she survive me. Two questions arise:

1. If my wife dies before me, shall I be required to continue surrendering a portion of my pension?

2. Since my wife's pension, if any, will be subject to assessment for income-tax, will my assessment be calculated on the reduced pension I actually receive, or on the full amount of the pension?

1. It is provided by Article 10 of the Local Government Superannuation (Surrender of Superannuation Allowance) Rules, 1937, that a notification given by an employee to surrender part of his superannuation allowance to provide a pension for his widow shall become null and void if either the employee or his wife dies before midnight on the day on which the employee ceases to be employed. Subject to this, a surrender will have effect as from the first day in respect of which the employee's superannuation allowance is payable. Therefore, if the wife dies after the first day in respect of which the employee's superannuation allowance is payable, he will continue to receive during the rest of his life the amount of his superannuation allowance less the amount surrendered.

2. You should be assessed for income tax purposes on the reduced superannuation allowance actually received after the surrender has taken place.

Benevolent Fund Month by Month

How Branches Are Helping

Isle of Sheppey, with only eight members not serving in the Forces, has sent a donation of £7.

Portsmouth has contributed £21 4s. 0d., the proceeds of an " At Home " and a Dance given in aid of the Fund.

Oldham has sent a donation of £25.

How The Money Is Spent

A grant of 22s. a week is being made to the widow of a member who died after three days' illness. The member had a very small salary and had thus little opportunity of providing for his wife and son, aged 14, who were left with an income of 15s. p.w. from pensions. Until the case was brought to the notice of the branch, the widow had found it necessary to apply to the public assistance authority for help.

A temporary grant of 22s. p.w. is being made to a widow aged 25, whose husband died in May, 1942, following an accident while serving in the Forces. Holding that the accident brought to light an existing illness, the military authorities refused to assume any responsibility for his widow and son aged two years. The widow has an income of 15s. p.w. only, and until she is able to obtain suitable employment, the Fund is assisting towards the maintenance of her and her son.

A member, aged 28, is suffering from tuberculosis, and in view of his continued ill-health his salary has been reduced to a level at which he cannot support himself, his wife, and son aged 2. He is now in hospital and the Fund is making a grant of £2 a week until he is able to return to duty.

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SALARIES AND SERVICE CONDITIONS

NORTH-EASTERN

Houghton le Spring U.D. has increased the salaries of the matron and assistant matron at the infectious diseases hospital by £50 and £20 p.a. respectively.

Sedgefield R.D. has increased the salary of a woman clerk by £63 p.a. and of the assistant clerk (a woman) by £30 p.a. Applications in each case were submitted by the divisional officer.

Darlington C.B. has adopted the following improved scales for women as from August 1, 1942.

£45 + 10 (5) + 15 (3)—£140 (at 24).
£150 + 10 (2)—£170.

NORTH-WESTERN AND NORTH WALES

Birkenhead C.B. has agreed to the formation of a staff joint committee.

Bolton C.B. has adopted Grades "D" and "E" of the Whitley salary scales.

Burnley C.B.—Another appeal under the Essential Work Order has been won, this time on behalf of a member wishing to accept a more important post with another authority. The assistant divisional secretary represented the appellant before the local appeal board.

Bury C.B. one of the two Lancashire county boroughs hitherto outside the Whitley council, has now agreed to join, to pay the current Whitley bonus award, and to adopt Whitley salary scales.

Cheadle U.D. has regraded an officer who had submitted an appeal to the Whitley council appeals committee. The appeal has accordingly been withdrawn.

Lancashire county branch.—A member applying for exemption from compulsory fire-watching on the grounds of exceptional hardship was represented before the Tribunal by the assistant divisional secretary, when unconditional exemption was granted.

Preston C.B. and **Rochdale C.B.** have both adopted the Whitley council recommendations on the extended working week in full, including the prescribed overtime payment for the increase in office hours to 46.

Stretford and District Electricity Board has agreed to pay Whitley council rates to all temporary staff.

Wigan C.B. has granted an application for payment of the appropriate scale to temporary rate collectors and has regraded the gas department storekeeper.

The appeals committee of the Lancashire and Cheshire Whitley council met in Manchester on August 12 to hear grading appeals from **Rochdale, Dukinfield, Eccles,** and **Barrow-in-Furness.** With the exception of two cases which were deferred until the next meeting, all the appeals were successful.

SOUTHERN

Aldershot B., Slough B., and Farnborough U.D. have adopted the salary scales recommended by the South Midlands provincial council. The divisional officer attended before Farnborough U.D.C. to advise upon the grading and classification of posts.

Oxford C.B. and **Portsmouth C.B.** have established local joint committees comprising an equal number of staff and council members.

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- **YOU NEED NOT SEND A MEDICAL CERTIFICATE WITH THE NOTIFICATION. That should, however, be sent as soon as possible.**
- **PLEASE GIVE YOUR MEMBERSHIP NUMBER WHEN YOU WRITE.**

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Oxford C.C. has amended its salary scales as follows :—
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Women Clerks.—£75 (at 16) + 10 (3) + 15 (5)—£180.
Women Secretaries and Senior Women Clerks.—£180 + 15 (3)—£225.

SOUTH WALES

Fishguard and Goodwick U.D. is considering the model grading scheme submitted by the South Wales provincial council.

Mountain Ash U.D. is awaiting a model grading scheme from the provincial council.

Tredegar U.D. is considering joining the provincial council following an application from and subsequent discussions with the divisional officer.

SOUTH-WESTERN

Torquay B. has established a joint staff advisory committee.

Fowey B., Liskeard B., Wareham B., and Bathavon R.D. have become constituent members of the South-Western provincial council. The divisional officer attended a meeting of the finance committee of Bathavon R.D. to advise upon appropriate grading and salaries.

The South-Western provincial council has been asked to prepare grading schemes in respect of the officers employed by **Newton Abbot U.D.** and **Wells R. D.**

Cost of Living 29% Up

The Ministry of Labour cost-of-living index fell one point last month to 200, representing an increase of 29 per cent in the cost of living since the outbreak of war.

Congratulations to—

E. R. Gamester, hon. secretary of the West Ham. branch since 1937, on his promotion as acting borough librarian of West Ham. Mr. Gamester is a NALGO stalwart. A member since 1921, when he entered the local government service as an assistant in the branch library at Plaistow, he was elected to the West Ham executive in 1936, to the Metropolitan district committee in 1937, and to the North Metropolitan Whitley Council when it was formed in 1940. His branch, of nearly 1,000 members, is one of the most progressive in the country.

The 32 members of the **Long Eaton** branch still serving on the home front (including several temporaries) on raising £10 for the Red Cross Prisoners of War Fund by means of a hobbies exhibition held in the council chamber.

Leamington Municipal Officers' Savings Group, on raising, in collaboration with the corporation workmen's group, £1,447 6s.—nearly £500 beyond the "target"—during the local Warship Week, and **Miss Webb,** of the health department, on winning the town clerk's prize for the highest individual collection—£311.

Col. W. S. Cameron, city engineer of Leeds, and a past president of the Leeds branch, on his election to the presidency of the Town Planning Institute—the fourth president from Leeds in the past five years.

W. Rowlands, chief financial officer, Rhyl U.D.C., vice-chairman of the North Wales district committee, and a representative on the National Whitley Council, on his election as president of Rhyl Rotary Club.

D. S Prescott, on completing eleven years as secretary of the Leigh branch—a record of service in recognition of which his colleagues presented him with a cheque for £10.

Beverley branch, for raising £60 for the local Spitfire Fund.

FOR HOUSEHUNTERS

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Metal is deemed suitable for scrap if it is, or forms part of, any building, structure, machinery, plant or article which is disused, obsolete or redundant, or otherwise serving no immediate purpose.
The metal to which the Order relates is *any metal* other than aluminium and magnesium and alloys of either of them.

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In the case of empty premises the person entitled to occupy those premises has to make the return.

Returns are NOT required where:—

(*i*) A return has already been made from premises in those areas specified in the Scrap Metal (No. 1) Order, S. R. & O. 1942, No. 761.
(*ii*) The Board of Trade or the Ministry of Food certify that the metal is, or forms part of, machinery or plant which is disused or spare in consequence of a concentration scheme approved by either of them.
(*iii*) The metal forms part of: a machine tool of any of the descriptions specified in the first schedule to the Control of Machine Tools (No. 9) Order, 1941, or a cutting tool of any of the descriptions specified in the first schedule to the Control of Machine Tools (Cutting Tools) (No. 1) Order, 1942, or any order replacing or amending them.
(*iv*) Returns in respect of the metal are already made to the Iron & Steel Control under the Industry (Records and Information) No. 1 Order, 1940, or No. 2 Order, 1941.
(*v*) The metal forms part of stand-by plant or equipment held by Public Utility Undertakings and is essential for the performance of the statutory obligations of those undertakings, or which is held by them for the purposes of Sections 40, 42, 59 or 60 of the Civil Defence Act, 1939.

★ **FORMS on which returns must be made are obtainable from the Director of Demolition and Recovery (Scrap Metal Order), Sanctuary Buildings, Great Smith Street, London, S.W.1.**

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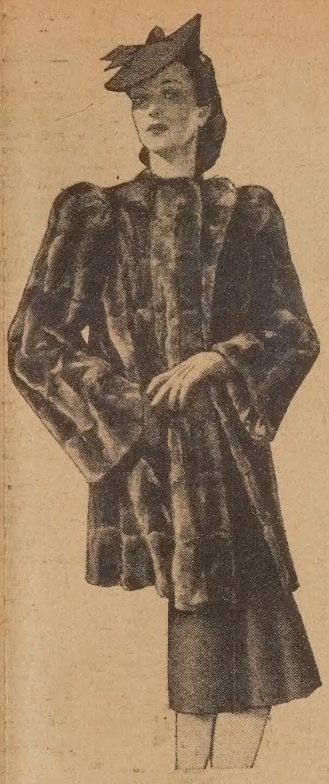

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NAME .....

ADDRESS .....

.....

Exam. in which interested .....

.....

(Id. stamp only required if unsealed)

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Winegartens' watches are renowned throughout the Empire. Stocks are very limited, and in the interests of National Economy a new watch should only be bought as a necessity. If your old watch can tide you over, keep it in service. Before discarding, send it to us, and we will be pleased to advise you whether to have it repaired or otherwise.

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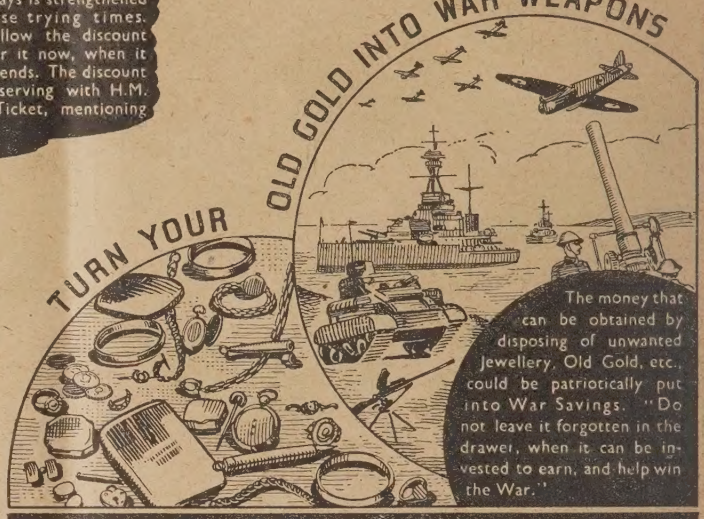
Cutlery in our usual pre-war grades and standards still procurable in well made cases.

CATALOGUES

Owing to paper restrictions, the issue of catalogues has been suspended. Winegartens' stocks are very comprehensive. A personal visit is recommended, but orders by post can be concluded with equal satisfaction. Write us your requirements as detailed as possible, and we will answer with particulars and quotations. Goods ordered by post, if not suitable, money refunded in full.

HOURS OF BUSINESS :
October : Monday to Friday, 9.30 a.m. to 5 p.m. Saturday and Sunday closed all day.



The money that can be obtained by disposing of unwanted Jewellery, Old Gold, etc., could be patriotically put into War Savings. "Do not leave it forgotten in the drawer, when it can be invested to earn, and help win the War."

WINEGARTENS 157·BISHOPSGATE LONDON·E·C·2
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Please address all enquiries to Dept. "A"

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